

NAVAL POSTGRADUATE SCHOOL

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THESIS

STUDY OF NAVAL OFFICERS' ATTITUDES TOWARD HOMOSEXUALS IN THE MILITARY

by

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March 2000

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**STUDY OF NAVAL OFFICERS' ATTITUDES TOWARD
HOMOSEXUALS IN THE MILITARY**

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Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

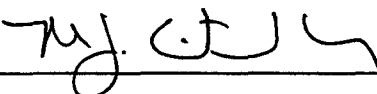
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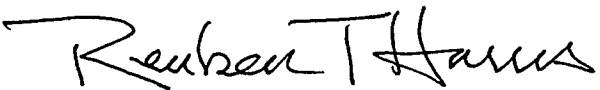
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ABSTRACT

This study examines the attitudes of Naval officers concerning homosexuals in the military, including trends in attitudes over the past six years and understanding of the "Don't Ask, Don't Tell" policy. The study also compares attitudes of Navy and Marine Corps officers on the topic. A survey, used in two previous studies (1994 and 1996), was distributed to Naval officers at the Naval Postgraduate School (NPS) in October 1999. Hypothesis testing, factor analysis, and regression analysis were used to analyze responses to the survey. The results show that Naval officers are less tolerant of homosexuals in the military than is the general population; Navy officers are more tolerant than Marine officers; Navy women are more tolerant than men of either service; and junior officers tend to be more tolerant than those in higher ranks. Further, officers with casual or no homosexual acquaintances are less tolerant than are those with friends or relatives who are homosexual. A general trend toward increasing tolerance was observed over the six-year period; yet, levels of misunderstanding regarding the details of the military's policy were as high in 1999 as in earlier years. It is recommended that this study be replicated with a larger military sample.

TABLE OF CONTENTS

I.	INTRODUCTION.....	1
A.	BACKGROUND.....	1
B.	PURPOSE.....	4
C.	THESIS ORGANIZATION.....	5
II.	LITERATURE REVIEW.....	7
A.	MILITARY-ORIENTED STUDIES.....	12
1.	RAND Study.....	12
2.	Crittenden and PERSEREC Reports.....	14
3.	Miller's U. S. Army Survey.....	15
4.	NPS Theses.....	16
5.	Other Selected Studies.....	19
B.	NON-MILITARY STUDIES.....	24
1.	Herek Studies.....	24
2.	Allport's Classic Hypothesis.....	28
C.	SUMMARY.....	30
III.	METHODOLOGY.....	31
A.	SURVEY INSTRUMENT.....	32
1.	Data Collection.....	34
2.	Response Rate Comparisons.....	36
3.	Respondent Demographics.....	38
B.	ANALYSIS STRATEGY.....	41
1.	Trend Analysis.....	41
2.	Factor Analysis.....	42
3.	Ordinary Least Squares Regression Analysis.....	45
C.	SUMMARY.....	46
IV.	RESULTS.....	47
A.	THE BIG PICTURE: AMERICAN SOCIETY AND ITS MILITARY.....	50
B.	TREND ANALYSIS: CHANGE OF OPINION OVER TIME.....	56

1.	Significant Change of Opinion.....	58
2.	Little or No Change of Opinion.....	69
C.	MAJOR DIFFERENCES IN OPINION WITHIN THE SERVICES.....	74
1.	Differences in Opinion among Navy Officers.....	77
2.	Differences in Opinion among Marine Corps Officers.....	89
D.	SUMMARY.....	96
V.	MULTIPLE REGRESSION RESULTS.....	101
A.	PRINCIPAL COMPONENTS AND EXPLORATORY FACTOR ANALYSIS.....	102
B.	MODEL SPECIFICATION	113
C.	REGRESSION RESULTS.....	120
D.	SUMMARY.....	127
VI.	SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS.....	133
A.	SUMMARY.....	134
B.	CONCLUSIONS.....	140
C.	RECOMMENDATIONS.....	144
APPENDIX A.	NAVY AND MARINE CORPS OFFICER SURVEY INSTRUMENT.....	147
APPENDIX B.	NAVY AND MARINE CORPS ENLISTED SURVEY INSTRUMENT.....	153
APPENDIX C.	SAMPLE DATA CARD.....	159
APPENDIX D.	SURVEY RESPONDENT DEMOGRAPHICS.....	161
APPENDIX E.	OFFICER AND ENLISTED PERSONNEL SURVEY RESPONSE FREQUENCIES.....	165
APPENDIX F.	OFFICER WRITTEN COMMENT EXCERPTS.....	177
APPENDIX G.	ENLISTED WRITTEN COMMENT EXCERPTS.....	185

APPENDIX H. OLS REGRESSION RESULTS.....	189
BIBLIOGRAPHY.....	193
INITIAL DISTRIBUTION LIST.....	199

LIST OF TABLES

Table 1. Officers' Response and Comment Rates (Percent): 1994, 1996, and 1999 Surveys.....	38
Table 2. Equal Rights for Homosexuals: Public Opinion versus Naval Officer Attitudes, Selected Years, 1977-1999.....	50
Table 3. Open Military Service for Homosexuals: Public Opinion versus Naval Officer Attitudes, Selected Years, 1977-1999.....	52
Table 4. Beliefs Regarding the Origins of Homosexuality: Public Opinion versus Naval Officer Attitudes, Selected Years, 1977-1999.....	54
Table 5. Trend Analysis: Broad Social Issues, 1994, 1996, and 1999 Surveys.....	59
Table 6. Trend Analysis: Cohesion, Trust, and Leadership, 1994, 1996, and 1999 Surveys.....	60
Table 7. Trend Analysis: Comfort and Privacy, 1994, 1996, and 1999 Surveys.....	62
Table 8. Trend Analysis: Policy Issues, 1994, 1996, and 1999 Surveys.....	64
Table 9. Trend Analysis: Policy Understanding and Execution, 1994, 1996, and 1999 Surveys.....	65
Table 10. Trend Analysis: Proportion of Naval Officers with a Homosexual Friend or Relative, 1994, 1996, and 1999 Surveys.....	69
Table 11. Little or No Change of Opinion: Beliefs Regarding the Nature of Homosexuality, 1994, 1996, and 1999 Surveys.....	70
Table 12. Little or No Change of Opinion: Issues with Vague Military Relevance, 1994, 1996, and 1999 Surveys.....	72
Table 13. Little or No Change of Opinion: Human Impact Issues, 1994, 1996, and 1999 Surveys.....	74
Table 14. Differences among Navy Officers: Significant Demographic Chi-Square Tests, 1999 Survey.....	78
Table 15. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Homosexual Acquaintance, 1996 and 1999 Surveys.....	81

Table 16. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Varying Degrees of Homosexual Acquaintance, 1999 Survey.....	83
Table 17. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Gender, 1994, 1996, and 1999 Surveys.....	86
Table 18. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Rank, 1999 Survey.....	88
Table 19. Differences among Marine Corps Officers: Significant Demographic Chi-Square Tests, 1999 Survey.....	90
Table 20. Differences among Marine Corps Officers: Survey Items with the Largest Difference of Opinion According to Rank, 1999 Survey.....	93
Table 21. Differences among Marine Corps Officers: Survey Items with the Largest Difference of Opinion According to Varying Degrees of Homosexual Acquaintance, 1999 Survey.....	95
Table 22. Survey Items and Corresponding Factor Loadings from Rotated Factor Structure Matrix (n = 278).....	105
Table 23. Cronbach's Alpha Coefficient and Factor Intercorrelations (n = 278).....	107
Table 24. Condemnation-Tolerance Principal Component Survey Items and Corresponding Principal Loadings from Factor Structure Matrix (n = 278).....	110
Table 25. Average Principal Component and Factor Scores by Service, Gender, and Rank.....	112
Table 26. Condemnation-Tolerance Model Explanatory Variables, Definitions, and Expected Signs.....	115
Table 27. Varying Degrees of Homosexual Acquaintance (Percent) by Service, Gender, and Seniority.....	117
Table 28. OLS Regression Results: Naval Officer Respondents with a Gay Friend Only (FONLY) Model.....	123
Table 29. OLS Regression Results: Navy Officer Respondents with a Gay Friend Only (FONLY) and Respondents with Both a Gay Friend and Gay Military Acquaintance (BOTH) Model.....	124

Table 30. OLS Regression Results: Junior Navy Men	
Respondents with a Gay Friend Only (FONLY),	
Respondents with Both a Gay Friend and Gay Military	
Acquaintance (BOTH), and Respondents with a Gay	
Military Acquaintance Only (MONLY) Model.....	126

I. INTRODUCTION

A. BACKGROUND

The current policy concerning homosexuals and military service, commonly called "Don't Ask, Don't Tell" (DADT), has been in place since 1994. The policy states that "homosexuality is incompatible with military service" and draws a distinction between homosexual conduct and one's sexual orientation. Sexual orientation is considered a private matter, but engaging in homosexual conduct is grounds for discharge from the military.¹

The DADT policy was conceived as a compromise solution to a political battle that began with the election of President Clinton in 1992. It was designed to be a way of mediating between supporters of a complete ban on gays and those who sought to remove all restrictions. Over the past six years, the policy has been snarled in periodic controversy. Apparently, the only point upon which most can agree is that the DADT policy is flawed.

¹ "Review of the Effectiveness of the Application and Enforcement of the Department's Policy on Homosexual Conduct in the Military," Office of the Under Secretary of Defense (Personnel and Readiness), [<http://www.defenselink.mil/pubs/rpt040798.html>], 7 April 1998.

In April 1997, responding to nationwide news headlines and reports of increased military discharges due to homosexuality, Secretary of Defense William Cohen ordered a review of how well the Department's policy on homosexual conduct in the military is being applied and enforced. This review, completed in April 1998, concluded that discharges for homosexuality have risen since DADT was implemented; however, the review did not offer an explanation for the increase.² Some Department of Defense (DoD) officials have speculated that service members are declaring themselves as gay solely to leave the military with an honorable discharge.³

In the Summer of 1999 at Fort Campbell, Kentucky, Army Private First Class Barry Winchell was beaten to death with a baseball bat, allegedly because he was gay.⁴ In response to this incident, DoD officials released a series of memoranda insisting that DADT can be effective if commanders

² Ibid.

³ Elizabeth Becker, "Harassment In The Military Is Said To Rise," *New York Times*, 10 March 2000.

⁴ Jim Garamone, "IG Teams to Assess 'Don't Ask, Don't Tell' Climate." American Forces Press Service, [http://www.defenselink.mil/news/Dec1999/n12151999_9912151.html], 15 December 1999.

are properly trained on the details of the policy, the policy's provisions are effectively communicated to all levels of command, and if service members are committed to treat all others with respect and dignity.⁵ Secretary Cohen stated: "I've instructed the military services to make sure that the policy is clearly understood and fairly enforced."⁶ The memo also required that DADT be made part of training programs for commanders, supervisors and law enforcement personnel.⁷ According to the Servicemembers Legal Defense Network and despite DoD's renewed efforts to curb such abuses, reports of anti-gay harassment in the military more than doubled last year.⁸

During the early days of the 2000 Presidential election campaign, candidates clarified their positions with regard

⁵ Jim Garamone, "DoD Clarifies 'Don't Ask, Don't Tell' Policy," *American Forces Press Service*, [http://www.defenselink.mil/news/Aug1999/n08131999_9908133.html], 13 August 1999.

⁶ "Defense Department Issues More Guidelines Concerning Implementation Of Homosexual Conduct Policy," Office of Assistant Secretary of Defense (Public Affairs), News Release 381-99, [http://www.defenselink.mil/news/Aug1999/b08131999_bt381-99.html], 13 August 1999.

⁷ Ibid.

⁸ Becker, "Harassment In The Military Is Said To Rise;" Gregory Vistica, "One, Two, Three, Out: How Two Topflight Soldiers Lost Their Dream, and The Army Lost Them," *Newsweek*, 20 March 2000.

to homosexuals serving openly in the military. Vice President Al Gore, for example, stated that, if elected, he would eliminate the long-standing ban on homosexuals in the military.⁹ At the same time, DoD officials implemented a program to ensure that every member of the armed forces, from private to general, undergoes instruction to stop harassment of gays in uniform.¹⁰

B. PURPOSE

Although the title of this thesis implies that it is about homosexuals, the study is really about heterosexuals and their attitudes toward gay men and lesbians. The preponderance of persons serving in the American armed forces is assumed to be heterosexual. The purpose of this thesis is to analyze trends in the attitudes of Navy officers toward homosexuals and the DADT policy. The study also compares Navy and Marine Corps officers' attitudes on the topic. The research approach was modeled after that of

⁹ Richard L. Berke, "Both Democrats Endorse Gays In The Military," *New York Times*, 6 January 2000, 1.

¹⁰ Roberto Suro, "Military's Differing Lesson Plans Reflect Unease On Gay Policy," *Washington Post*, 4 March 2000, 1.

two theses at the Naval Postgraduate School (NPS), one published in 1994 and the other in 1997.¹¹

Generally, this thesis attempts to answer the following questions: have Navy officers' attitudes and understanding of DoD's "Don't Ask, Don't Tell" policy changed over time; can any differences in attitudes toward gays in the military be identified by service or demographic subgroup; and, if differences are found, can they be explained?

C. THESIS ORGANIZATION

The thesis is organized into six chapters. Chapter II provides a review of pertinent literature regarding heterosexuals' attitudes toward homosexuals, prejudice, and stereotyping. This is followed (Chapter III) by a detailed description of the methodology employed in the study, including a discussion of the survey and the analytical approach. Chapters IV and V present the results of the survey and multivariate analysis of the survey data. Finally, Chapter VI presents a summary of the results,

¹¹ Fred Cleveland and Mark Ohl, "'Don't Ask, Don't Tell' - Policy Analysis and Interpretation," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1994); Margaret R. Friery, "Trends in Navy Officer Attitudes Toward the 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1997).

conclusions, and several recommendations for further research.

II. LITERATURE REVIEW

Numerous studies about homosexuality have been conducted over the past decade. Since the early 1990s, when Presidential candidate Bill Clinton first promised to remove the military's ban on gays, studies have increasingly taken on homosexuality within the U.S. armed forces. The purpose of this study is to analyze empirically how Navy officers' perceptions concerning gays in the military may have changed over the years. In addition, the research seeks to compare Navy officers' opinion with those of Marine Corps officers to determine if any differences exist on the issue of gays in the military.

The military has generally been characterized as an institution largely unto itself, governed by rules that may or may not be acceptable in civilian society.¹² In general, military leaders no longer bolster their opposition to gays serving openly in the military due to loyalty, incompetence, or threats to security. In fact, most military leaders acknowledge that gays have served with distinction.

¹² David Burrelli, *Homosexuals and the U.S. Military Personnel Policy*, CRS Report for Congress (Washington D.C.: Library of Congress, 1993), 5.

Instead, justifications to ban gays have been based mainly on heterosexuals' anticipated reactions to serving with openly gay and lesbian personnel.¹³ Opponents to removing restrictions on gays assume that the reactions of heterosexuals will be (1) strongly negative; (2) translated into behavior that subverts the military's mission; and (3) beyond the military's control.¹⁴

At the same time, some argue that the main reason for having a military is national defense, not welfare or social reform. Following this line of thinking, it is interesting to note that racial and gender integration of the military was achieved largely because of concerns about military effectiveness.¹⁵ For example, the true driving force behind racial integration of the armed forces was not social improvement, but military necessity, including the need for

¹³ Gregory M. Herek, "Social Science, Sexual Orientation, and Military Personnel Policy," in *Out in Force: Sexual Orientation and the Military*, ed. Gregory M. Herek, Jared B. Jobe, and Ralph M. Carney (Chicago and London: University of Chicago Press, 1996), 4.

¹⁴ Gregory M. Herek, Jared B. Jobe, and Ralph M. Carney, conclusion to *Out in Force: Sexual Orientation and the Military*, ed. Gregory M. Herek, Jared B. Jobe, and Ralph M. Carney (Chicago and London: University of Chicago Press, 1996), 303.

¹⁵ Mark J. Eitelberg, *War or Welfare: The Military as an Agent of Social Change*, Paper presented at the Biennial Conference of the Inter-University Seminar on Armed Forces and Society, October, 1989, 20.

manpower during World War II and the Korean War.¹⁶ Similarly, the post-Vietnam manpower needs of the All-Volunteer Force in the early 1970s could probably not have been achieved without the successful recruitment of women.¹⁷

Some contend that the current debate regarding gays in the military is not so much about military effectiveness, as it is about an individual's right to serve.¹⁸ "Equal rights," and acceptance of gays in the military, is seen by many as a stepping stone to even greater acceptance in Federal and state legislative bodies as well as in the larger society.¹⁹ The strength of this argument has diminished in the eyes of some by the failure of equal rights advocates to demonstrate a *military necessity* for

¹⁶ Charles Moskos, Jr. "From Citizens' Army to Social Laboratory," in *Gays and Lesbians in the Military: Issues, Concerns, and Contrasts*, ed. Wilbur J. Scott and Sandra Carson Stanley, (New York: Aldine De Gruyter, 1994), 59.

¹⁷ Donald H. Horner, Jr. and Michael T. Anderson, "Integration of Homosexuals into the Armed Forces: Racial and Gender Integration as a point of Departure," in *Gays and Lesbians in the Military: Issues, Concerns, and Contrasts*, ed. Wilbur J. Scott and Sandra Carson Stanley, (New York: Aldine De Gruyter, 1994), 253.

¹⁸ Ibid., 253.

¹⁹ Burrelli, *Homosexuals and the U.S. Military Personnel Policy*, 20.

changing the policy.²⁰ In recent years, however, a new cause for concern has emerged, and one that may indeed have direct implications for military effectiveness. The new concern relates to what has been called the "civil-military gap."

The so-called "gap" between the military and current society has been widely discussed in literature over the past few years, and a good portion of interest has focused on civil-military differences in basic values and beliefs. At best, the gap is something to simply be aware of, as leaders strive to realign the military with the society it represents. At worst, the gap could cause a complete breakdown of the mutual trust and respect that need to exist between the U.S. military and society.

A recent study reports that military personnel and many civilians may harbor strong negative stereotypes about each other beneath a facade of respect and confidence. Elite military officers have expressed great pessimism about the moral health of civilian society, and many strongly believe

²⁰ Ibid., 21.

society could improve itself by adopting more of the military's values and behaviors.²¹

One unidentified Naval officer, who provided written comments to the researcher in the present study, captured the essence of this civil-military animosity: "The military should be held to a higher moral code than the average beer-swilling citizen. Our mission demands it."

The greater consensus is that the so-called gap has not created a crisis; but issues of concern remain, and if left unmanaged, the gap could eventually harm civil-military cooperation and military effectiveness.²² Differing opinions between society and the military regarding homosexuality are considered to be among several contributors to the "gap." If the military becomes too far out of step with society, it is fair to assume that the military's recruiting efforts could suffer. Who, then, would volunteer to serve in an organization that no longer

²¹ For a detailed report see: Peter D. Feaver, Richard H. Kohn, *Project on the Gap Between the Military and Civilian Society: Digest of Findings and Studies*, Paper presented at the Conference on the Military and Civilian Society, 28-29 October 1999, Triangle Institute for Security Studies, [<http://www.unc.edu/depts/tiss/CIVMIL.htm>]; Also see: Donald Snyder and Miranda Carlton-Carew, ed., *U.S. Civil-Military Relations: In Crisis or Transition?* (Washington, D.C.: CSIS, 1995).

²² Ibid.

represents society, no longer reflects the prevailing views, ideals, and guiding principles of the greater community?

The purpose of this chapter is to highlight pertinent findings from past research that relate to this study. In general, empirical evidence and analysis have very little impact on a controversy such as gays in the military.²³ These studies have been divided into military and non-military categories.

A. MILITARY-ORIENTED STUDIES

1. RAND Study

In January of 1993, the President ordered DoD to submit a draft executive order that would end discrimination in the armed forces based on sexual orientation. DoD selected the RAND Corporation to conduct a comprehensive study on homosexuals in the military.²⁴ The resulting report attempted to analyze the issue from all angles, and it

²³ Lawrence Korb, "Evolving Perspectives on the Military's Policy on Homosexuals: A Personal Note," in *Guys and Lesbians in the Military: Issues, Concerns, and Contrasts*, ed. Wilbur J. Scott and Sandra Carson Stanley, (New York: Aldine De Gruyter, 1994), 224.

²⁴ *Sexual Orientation and the U.S. Military and Personnel Policy: Options and Assessment*, National Defense Research Institute, (Santa Monica, CA: RAND, 1993).

helped to inform the debate that eventually led to the DADT compromise.

The RAND research team looked at the related experiences of foreign militaries as well those of as domestic police and fire departments. RAND researchers also drew comparisons between the issue of gays in the military and experiences in racial and gender integration. The methodology included focus group interviews, as well as in-depth examinations of unit cohesion, alternative policy options, and implementation issues.

The RAND study concluded that only one policy option met the criteria set forth in the Presidential mandate. This policy would rest on the principle that sexual orientation is not germane to suitability for military service. Further, RAND emphasized that this policy option—though easily enacted—would require careful attention to enforcement issues, including fairness as well as clear guidelines and strict standards of conduct.

The RAND report was unique in that it was the first homosexual-related research ordered by politically

accountable members of the executive branch.²⁵ However, the report was not the first time a group of researchers had concluded that sexuality should not be considered relevant to military service.²⁶

2. Crittenden and PERSEREC Reports

In 1957, Navy Captain S. H. Crittenden, Jr. completed an empirical analysis of the Navy's policy toward homosexuals. The "Crittenden Report" (or the Report of the Board Appointed to Prepare and Submit Recommendations to the Secretary of the Navy for the Revision of Policies, Procedures and Directives Dealing With Homosexuals) found no correlation between homosexuality and military suitability.²⁷

In 1989, the Personnel Security Research and Education Center (PERSEREC) studied homosexuality as a condition related to trust violation. The final report of this study provided compelling, empirical evidence that the employment

²⁵ Francine D'Amico, "Race-ing and Gendering the Military Closet," in *Gay Rights, Military Wrongs: Political Perspectives on Lesbians and Gays Serving in the Military*, ed. Craig A. Rimmerman, (New York and London: Garland, 1996), 18.

²⁶ Ibid., 18.

²⁷ Korb, "Evolving Perspectives," 224.

of gays and lesbians posed no security risk to the nation, and that there was no good reason to exclude homosexuals from military service or positions of trust.²⁸ In short, researchers found that the military's exclusionary policy toward homosexuals was previously based upon stereotypes, not empirically-confirmed facts.²⁹

3. Miller's U. S. Army Survey

During 1992 and 1993, Laura Miller conducted hundreds of interviews and distributed approximately 3,700 surveys to Army men and women in various stateside posts and in Somalia during Operation Restore Hope.³⁰

Using regression analysis, she found that women identified more strongly with gays as a minority group, and that they consequently demonstrated greater willingness than

²⁸ Ibid., 224.

²⁹ Theodore R. Sarbin, "The Deconstruction of Stereotypes: Homosexuals and Military Policy," in *Out in Force: Sexual Orientation and the Military*, ed. Gregory M. Herek, Jared B. Jobe, and Ralph M. Carney (Chicago and London: University of Chicago Press, 1996), 178.

³⁰ Laura Miller, "Fighting for a Just Cause: Soldiers' Views on Gays and Lesbians in the Military," in *Gays and Lesbians in the Military: Issues, Concerns, and Contrasts*, ed. Wilbur J. Scott and Sandra Carson Stanley, (New York: Aldine De Gruyter, 1994), 69-98.

men to allow open homosexuality in the military.³¹ She also found that a number of demographic variables were statistically insignificant with respect to opinions regarding gays in the military. These demographic variables included race, rank, education, religiosity, and knowing a family member or someone in one's unit who is gay.³²

4. NPS Theses

Since the enactment of DADT, several NPS students have examined the issue of gays in the military. In 1994, LCDR Fred Cleveland and LT Mark Ohl began the time-trended study upon which this thesis is patterned.³³ Soon after the DADT policy was implemented, they distributed a survey to Navy officers at NPS and conducted focus group interviews to explore several issues raised in the survey. Cleveland and Ohl found that Navy officers at NPS were generally unfamiliar with many aspects of DADT. The authors observed that unpopular policies in the past have been successfully implemented, but most of these were more easily understood

³¹ Ibid., 84.

³² Ibid., 84.

³³ Cleveland and Ohl, "DADT - Policy Analysis and Interpretation."

than DADT. The authors concluded that a general lack of understanding concerning the policy contributed to expressions of anxiety on the part of many officers.

LT Margaret Friery followed up the Cleveland and Ohl thesis by administering the same survey to a new group of Navy officers at NPS in 1996.³⁴ Friery found that officers were even more uncertain in 1996 than in 1994 about basic elements of the policy; and that they tended to interpret the policy pragmatically, balancing mission requirements against individual needs. Additionally, most officers continued to hold negative opinions about serving with known homosexuals; however, the intensity of such feelings appeared to have decreased since the first administration of the survey in 1994.

Also in 1997, LCDR Theresa Rea examined the attitudes and opinions of NPS Navy officers to determine various aspects of unit cohesion that may be affected by the presence of homosexuals in the military.³⁵ Focus group interviews were conducted, the results of which were used to

³⁴ Friery, "Trends in Navy Officer Attitudes Toward DADT."

³⁵ Theresa M. Rea, "Unit Cohesion and the Military's 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, March 1997).

design a cohesion model. From her review of the interview data, Rea concluded that the comfort level of heterosexuals constituted the primary link between homosexuals and perceptions of unit cohesion.

Capt Michael Peterson (Australian Regular Army) chose to address the religious facet of the debate in a 1997 study.³⁶ He set out to determine if personal religious beliefs of military members influence their responses to homosexuals into the military. After analyzing religious demographics of the active-duty military and pertinent literature, Peterson found that a majority of military personnel classify themselves as Christian, and that a majority of military personnel also opposed the integration of homosexuals in the military. Peterson concluded that opposition to homosexual integration is influenced to a significant degree by Christian teaching; and that concerns over the effectiveness of homosexuals as military members are far less apparent.

³⁶ Michael A. Peterson, "Homosexuality, Morality, and Military Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, March 1997).

5. Other Selected Studies

Religious beliefs do, indeed, strongly influence many peoples' attitudes toward homosexuality. Colonel Ronald Ray, for example, bases his strong opposition to allowing gays in the military on his professional experiences as a combat veteran,³⁷ unacceptable medical risks, and on religious convictions. Ray believes that the issue of gays in the military is "one of the greatest crises" in American history.³⁸

Ray claims that the clash is between the proponents of absolute freedom of subjective choice and those advocating the traditionally-American freedom that springs from moral convictions. According to Ray, proponents of absolute freedom of choice support a narcissistic liberation from all moral, political, and social responsibilities; while persons of moral conviction tend to believe that government's function is to protect the God-granted inalienable rights of

³⁷ Ronald D Ray, "Military Necessity and Homosexuality," in *Gays: In or Out? The U. S. Military & Homosexuals—A Sourcebook*. (New York: Brassey's, 1993), 137. Colonel Ray is a decorated combat veteran from Vietnam.

³⁸ Ronald D Ray, "Lifting the Ban on Homosexuals in the Military: the Subversion of a Moral Principle," In *Gays and Lesbians in the Military: Issues, Concerns, and Contrasts*, ed. Wilbur J. Scott and Sandra Carson Stanley, (New York: Aldine De Gruyter, 1994), 98.

man. Ray posits that the constitutionally-granted freedom of religion is the pivotal liberty upon which all other inalienable rights rest. He contends that some participants in the so-called homosexual movement are dedicated to the subversion of religion and morality. When freedom of religion is threatened, Ray believes that all other inalienable liberties are consequently weakened—subjecting America to the unacceptable potential of tyranny.³⁹

Some writers believe that homosexuals and homosexuality pose a threat to the nonsexual bonding that lies at the heart of cohesion in the military.⁴⁰ However, aside from works by Colonel Ray, the author was unable to find many scholarly publications that discuss solely the issue of keeping homosexuals from serving openly in the military. This is not to say that such works do not exist. Most commentary and other writing on the subject are apparently published in newspapers and general-interest periodicals. The data presented in the publications are largely opinion-

³⁹ Ibid., 98.

⁴⁰ Mackubin Thomas Owens, "Gays Don't Belong In Military," *Providence Journal-Bulletin*, 28 January 2000.

based and anecdotal; but they are data, nonetheless, and they are important to consider.

David Bianco presents a review of the reasons to exclude homosexuals from military service and compares these to similar arguments made by previous opponents to racial integration. He delineates 16 themes that represent some of the most frequent arguments used by those who oppose the further inclusion of homosexuals in the military.⁴¹ While some of the points presented by Bianco are dated,⁴² others are valid and widely used to bolster claims that gays should not be allowed to serve in the armed forces. These arguments are briefly presented below.

Bianco claims that the most frequently cited argument to oppose gays in the military is the notion that their presence would harm morale and, consequently, diminish

⁴¹ David Ari Bianco, "Echoes of Prejudice: The Debates Over Race and Sexuality in the Armed Forces," in *Gay Rights, Military Wrongs: Political Perspectives on Lesbians and Gays Serving in the Military*, ed. Craig A. Rimmerman, (New York and London: Garland, 1996), 48.

⁴² Ibid., 50. For instance, for the purposes of his similarity comparisons with racial integration, Bianco notes that some feel gays are not fit to serve due to being a lower class of citizen who would make poor service personnel. While this argument is comparable to past arguments regarding the social status of blacks, arguments of this type are generally not used in public debate today.

combat effectiveness.⁴³ Morale is certainly considered an important ingredient during both combat and peacetime operations. Should the presence of gays in a unit degrade morale, then this issue is of concern.

Bianco also brings up potential concerns about the recruiting and retention of qualified service personnel. On the margins, this argument has merit. If homosexuals were allowed to serve openly, some youth would likely decide not to join because of this. Strong supporters of the argument envision more drastic consequences and insist that service members would leave "in droves" if the policy were to change. Similarly, there would be qualified service members who might decide to get out of the service (not reenlist) because of a change in DoD's homosexual policy.⁴⁴

Bianco also presents arguments that homosexual officers' leadership would be called into question, that unit order and discipline would suffer, and that violence toward gays would increase.⁴⁵ Again, on the margin, all of these make sense, and to some degree are bound to be

⁴³ Ibid., 53.

⁴⁴ Ibid., 55.

⁴⁵ Ibid., 56-58.

realized. Undoubtedly, some service personnel would not respect the authority of known homosexuals. Additionally, good order and discipline would likely be affected in the form of increased disciplinary problems associated with violence toward gays. These are certainly issues to be considered in the ongoing debate.

The military is a unique organization, and rules that apply to society do not always apply to the military.⁴⁶ For example, killing people is an unacceptable act in society; however, during armed conflict, service personnel are expected to kill the enemy to achieve strategic goals. To accomplish these actions, the military must often be highly selective in choosing its members. Persons who score too low on certain aptitude tests, for example, are not allowed into the military; nor are persons who are too old or too young or too tall or too short or too overweight or have any of various other characteristics deemed undesirable. In the past, undesirable categories included women and racial minorities. At present, it includes high school dropouts with relatively low enlistment test scores and persons with

⁴⁶ Ibid., 64.

serious arrest records. The general assumption is that people such as these detract from mission accomplishment.

In the context of the homosexual debate, many believe that gay persons should be discriminated against for similar reasons. From good order and discipline, to heterosexual privacy issues, to increased AIDS cases, opponents of allowing gays to serve openly in the military generally believe there are a slew of negative consequences that, when combined, would result in greatly reduced military readiness.

B. NON-MILITARY STUDIES

1. Herek Studies

Over the past 15 years, Gregory Herek has authored a number of studies regarding homosexuality in society and in the military.⁴⁷ One study that is particularly relevant to

⁴⁷ For example see: Gregory M. Herek and John P. Capitanio, "Sex Differences in How Heterosexuals Think About Lesbians and Gay Men: Evidence From Survey Context Effects," *Journal of Sex Research* 36, no. 4 (November 1999): 348-60; Gregory M. Herek, "A Shift from 'Don't Ask' to Heterosexual Exception," *San Francisco Chronicle*, 6 March 2000, 25.; Gregory M. Herek, "Sexual Orientation and Military Service: A Social Science Perspective," *American Psychologist* 48, no. 5 (May 1993): 538-49.

this thesis involves factor analysis.⁴⁸ Herek reports a series of factor analyses of responses to attitude statements about lesbians and gay men. Using a common factor model with oblique rotation, a bipolar factor (labeled "Condemnation-Tolerance") was observed repeatedly in four separate samples of undergraduates. The Condemnation-Tolerance factor consisted of survey items indicating general tolerance or general condemnation for homosexuality, and it repeatedly (across models) accounted for a large proportion of the total common and explained variances.

Herek argues that scales assessing attitudes toward lesbians and gay men should restrict their content to items loading highly on the Condemnation-Tolerance factor—which loaded in a similar manner for male and female respondents and for surveys concerning both lesbians and gay men. Attitude differences according to gender, for example, were observed in the mean attitude scores on a scale constructed from items that loaded on the Condemnation-Tolerance factor. Herek recommends that future factor-analytic studies of heterosexuals' attitudes toward homosexuals use the oblique

⁴⁸ Gregory M. Herek, "Attitudes toward lesbians and gay men: A Factor-Analytic Study," *Journal of Homosexuality* 10(1/2) (1984): 39-51.

rotation method that assumes attitudinal factors toward lesbians and gay men are interrelated to some degree.⁴⁹

In 1993, Gregory Herek and Erik Glunt co-authored a study that added greatly to general understanding of heterosexuals' attitudes toward homosexuals.⁵⁰ The association between heterosexuals' attitudes toward gay men and their interpersonal contact experiences with a lesbian or gay person was examined with data from a national telephone survey. Regression analyses indicated that interpersonal contact predicted attitudes toward gay men better than did any other demographic or social psychological variable included in the equation. Further, interpersonal contact was more likely to be reported by respondents who were highly educated, politically liberal, young, and female. The data suggested that interpersonal contact was strongly associated with positive attitudes toward gay men and that heterosexuals with characteristics commonly associated with positive attitudes are more likely than others to be the recipients of disclosure from gay

⁴⁹ These findings bear directly on statistical analyses in the present study, as discussed in Chapter V.

⁵⁰ Gregory M. Herek and Erik K. Glunt, "Interpersonal Contact and Heterosexual's Attitudes Toward Gay Men: Results From a National Survey," *Journal of Sex Research* 30, no. 3 (August 1993): 239-44.

friends and relatives. Due to the cross-sectional design of the analysis, as the authors observed, no conclusions could be drawn regarding causality between a heterosexual's contact with homosexuals and subsequent attitude change.

In a 1996 study, Herek found that persons who reported having close relationships with homosexuals (for instance, a close friend or immediate family member) were more likely to have favorable attitudes toward gay people in general than were persons who reported having a more distant relationship. He also discovered that homosexual acquaintance has an "additive effect;" that is persons who knew three gay people had more favorable attitudes toward gays than those who knew two.⁵¹ In the case of the military, Herek hypothesizes that increased contact with homosexuals is the most likely way to reduce anti-gay sentiment. As Herek notes, however, DADT effectively prevents increasing levels of contact from occurring.⁵²

⁵¹ Gregory M. Herek, "Why Tell if You're not Asked? Self Disclosure, Intergroup Contact, and Heterosexuals' Attitudes Toward Lesbians and Gay Men," in *Out in Force: Sexual Orientation and the Military*, ed. Gregory M. Herek, Jared B. Jobe, and Ralph M. Carney (Chicago and London: University of Chicago Press, 1996), 214-5.

⁵² Ibid., 218.

2. Allport's Classic Hypothesis

In 1957, Gordon Allport presented a classic proposition that is now known as the "contact hypothesis."⁵³ This hypothesis has since been used by many researchers to explain changes in attitudes toward racial, ethnic, and religious minorities. Allport identified five different types of contact that tended to influence attitudes toward a minority group. Three types of contact are discussed below.

Casual contact is very superficial and does not dispel prejudice. Greater amounts of casual contact between majority and minority groups are even seen to increase prejudice. Allport cited examples of racial discrimination in the Southern part of the United States where whites and blacks come into frequent contact with each other in society. However, the contact usually does not result in friendship. Since the contact does not result in meaningful communication between the two groups, stereotypes persist and prejudices may be strengthened.

Allport called another type *acquaintance contact*. Over a longer period of time, where group members come to know

⁵³ Gordon Allport, "The Effect of Contact," in *The Nature of Prejudice* (Cambridge: Addison-Wesley Publishing Company, 1954), 261-81.

one another, tolerance and friendly attitudes are common. Nevertheless, Allport acknowledges that the causal factor for this finding is not clear. He points out that majority group members with low initial prejudice may be more likely to seek out companionship with minority group members. In a reciprocal manner, it is also likely that the newly formed acquaintance with a minority had something to do with the increased favorable attitude following the contact.

Allport also discusses *occupational contact and pursuit of common objectives*. This type of contact is generally accompanied by even more favorable attitudes. In the work place—more so than in general society—groups are more likely to mix together and be of the same occupational status (e.g., factory workers). Majority group members who have occupational contact with a minority group member tend to exhibit less prejudice, and typically progress toward total acceptance of the minority group as a whole.

In the context of this study, the contact hypothesis suggests that "contact" with homosexuals makes it possible for persons holding the stereotype to view homosexuals as individuals, rather than solely as members of a class. Consequently, they judge the gay person, and gay people in general, on the basis of traits other than their sexual

orientation.⁵⁴ Indeed, experts have concluded that, as more heterosexuals come to know gay men and lesbians personally, fears and stereotypes about homosexuality will "diminish progressively to the point at which sexual orientation becomes an unremarkable demographic characteristic."⁵⁵

C. SUMMARY

Literature varies widely on the topics of homosexuality, homosexuals in the military, and the attitudes of heterosexuals toward homosexuals. The present study focuses on attitudes of Naval officers toward homosexuals. These are some key findings from the review of pertinent literature: 1) women, younger people, and those with close personal contact with homosexuals tend to exhibit less prejudice toward homosexuals in general; 2) military effectiveness impacts and personal levels of comfort are large concerns for military personnel with regard to serving with homosexuals; and 3) factor analyses using survey data pertaining to heterosexuals' attitudes toward homosexuals should assume that attitudinal factors are correlated.

⁵⁴ Sarbin, "Deconstruction of Stereotypes," 186.

⁵⁵ Herek, Jobe, and Carney, *Out in Force*, 308.

III. METHODOLOGY

This chapter explains the methodology for analyzing Naval service members' attitudes toward gays in the military and the "Don't Ask, Don't Tell" (DADT) policy. Information on the following is provided: the evolution of the survey; data collection methodology; response rates; demographics; factor analysis and ordinary least squares regression. The research design for this study purposefully reproduces the data collection methodology used in two previous theses⁵⁶ to more accurately understand trends since 1994. The objective was to analyze how Navy officers' perceptions concerning gays in the military may have changed. Additionally, this study compares the attitudes of Marine Corps officers with those of Navy officers. (That is, do the two groups differ in terms of their opinions about gays in the military and their perceptions regarding the current policy?) The survey was also administered to Defense Language Institute (DLI) enlisted personnel; however, due to very low response rates, the results of this are not presented here.

⁵⁶ Cleveland and Ohl, "DADT - Policy Analysis and Interpretation."; Friery, "Trends in Navy Officer Attitudes Toward DADT."

A. SURVEY INSTRUMENT

A 45-item survey was used to analyze the perceptions of Navy and Marine Corps officers and enlisted personnel concerning homosexuals in the military and the DADT policy. The survey was voluntary, and anonymity of respondents was maintained. Information on the following demographic variables was collected from the respondents: gender, race, branch of military service; military rank; years of military service; warfare community; and education level. The original survey was designed and administered to analyze comprehension and interpretation of DADT, and the personal feelings of Navy officers on the topic. For the second analysis, in 1996, seven items were added to the original survey.⁵⁷

Based upon a review of previous work in the field, the researcher eliminated one question and included one additional question. Friery's question concerning the number of homosexuals discharged from the respondent's command was removed in favor of a question designed to discover how many respondents knew a gay service member in addition to having a gay friend or relative.

⁵⁷ Friery, "Trends in Navy Officer Attitudes Toward DADT," 29.

Past research has found that people in contact with a minority group in the workplace tend to possess a more favorable opinion about the minority group.⁵⁸ Subsequent research on the attitudes of heterosexuals toward gays has demonstrated that, if a heterosexual knows more than one gay person, he or she is more likely to exhibit tolerance toward gays in general.⁵⁹

In all three iterations, a four-point likert scale from "Strongly Agree" to "Strongly Disagree" was used with no midpoint (or "No Opinion") alternative. This scale was used to obtain agreement or disagreement on each question, thereby eliminating "no opinion" or ambiguous responses. This technique of "forcing" a response is an acceptable method, often used in surveys dealing with a sensitive topic.⁶⁰

Although the survey instruments for officer and enlisted personnel are identical, slight modifications were made to the enlisted cover letter, instructions, and

⁵⁸ Allport, "The Effect of Contact," 276.

⁵⁹ Herek, "Why Tell if You're not Asked?" 218.

⁶⁰ *Survey Research Using SPSS* (SPSS: 1998), 4-8.

demographic information questions.⁶¹ For example, enlisted respondents were asked to consider topics from an enlisted point of view—even when survey items asked about officer issues. Also, since education level has been found to be correlated with tolerance for gays, the enlisted demographics questions covered a wider range of educational levels than did the questions for officers. On the comment sheets of the survey, enlisted respondents were given the option to indicate if they were a sailor or Marine.

1. Data Collection

To ensure that the survey was easily understood and clearly written, a pre-test was conducted with twenty Navy and Marine Corps officer-students at NPS. Comments and recommendations were collected, and the final survey was slightly modified based upon pre-test feedback. Since no interaction between the survey administrator and the respondents occurred, the data collected during the pre-test were considered uncontaminated, and were therefore included in the analyses.

⁶¹ Officer and enlisted survey instruments are presented in Appendices A and B, respectively.

The survey was distributed to all Navy and Marine Corps officer students at NPS and enlisted students at DLI. To ensure that the Navy officers' survey results could be reasonably compared with the results from the previous NPS theses, collection and administrative methodologies were reproduced as closely as possible. Approval to administer the survey was obtained from both the NPS Dean of Students and from the Commandant of the Defense Language Institute/Foreign Language Center. Cover letters, surveys, and scantron (optical scanning) answer forms were distributed to the NPS Navy and Marine officers through the school's student mail center. The enlisted sailors and Marine students at DLI received their survey packages at a routine morning troop formation.

Two methods were employed to increase survey response rates. First, drop boxes were staged at various highly-trafficked and accessible areas on both the NPS and DLI campuses. (Ten boxes were staged at NPS, and five boxes at DLI.) Second, one-week after delivery, students were provided with a reminder to complete the survey. At NPS, reminders were sent out via electronic mail; and at DLI, the enlisted Navy and Marine Corps students were reminded by

senior enlisted officials at routine morning troop formations.

2. Response Rate Comparisons

On 26 October 1999, surveys were distributed to the Navy and Marine Corps officer-students at NPS. At the time of distribution, there were 686 Navy officer-students and 195 Marine Corps officer-students attending NPS. A total of 300 officer surveys were returned by 17 November 1999. Ten surveys did not have service demographic information completed. A total of 216 surveys were returned by Navy officers, and 74 surveys were returned by Marine officers. Seventy-four officer respondents provided additional written comments (25 percent of all officer respondents). On 18 November 1999, the researcher discovered that 60 surveys remained in an undelivered status in Navy officers' mail boxes, and 10 surveys were still in Marine Corps officers' mail boxes. These undelivered surveys were deducted from the total number distributed to derive response rates of 35 percent for Navy officers and 40 percent for Marine officers.

On 3 and 4 November 1999, surveys were distributed to the Navy and Marine Corps enlisted students at DLI. A total of 363 surveys were delivered to the sailors, and 250

surveys delivered to the Marines. Eighty-two enlisted surveys were returned by 19 November 1999. Twenty-three sailors and 59 Marines returned surveys. Nineteen enlisted respondents (four sailors and 15 Marines) provided written comments.

Responses were tabulated using a computer with a scantron interface maintained by the NPS Registrar's office. Each answer sheet was fed into the interface and recorded onto diskette.⁶² The data were analyzed using the Statistical Analysis Software (SAS) program.

Officers' response rate comparisons from the initial 1994 distribution, and the 1996 and 1999 iterations are shown in Table 1. Even after adjusting for the 60 undelivered surveys, the Navy officer response rate in 1999 is slightly lower than in 1996. At the same time, the Marine officer response rate (40 percent) is higher than the 1996 Navy officer rate (38 percent). Combined, the 1999 officer survey sample provided a lower rate of written comments (26 percent) than in 1996 (33 percent).

⁶² A sample data card is shown in Appendix C.

Table 1. Officers' Response and Comment Rates (Percent): 1994, 1996, and 1999 Surveys

Sample Population	1994 ^a		1996 ^b		1999	
	Response	Comment	Response	Comment	Response	Comment
Navy	60	8	38	33	35	
Marine Corps	n/a		n/a		40	26 ^c

Note: Response and comment rates are the number of returned surveys and surveys with written comments, respectively, as a percentage of surveys distributed.

^a Source: Fred Cleveland and Mark Ohl, "'Don't Ask, Don't Tell' - Policy Analysis and Interpretation," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1994), 41.

^b Source: Margaret R. Friery, "Trends in Navy Officer Attitudes Toward the 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1997), 29.

^c This is a combined percentage. The officer's survey comment sheets did not have a place to indicate respondent's service.

Enlisted respondents had the lowest response rates: 6 percent of Navy enlisted personnel and 24 percent of those in the Marine Corps. Seventeen percent of the Navy enlisted personnel returned comment sheets, and 25 percent of the Marine Corps enlisted provided comments about the survey.

3. Respondent Demographics

Student population demographics were provided by the Personnel Support Detachment for Navy students and the Marine Administration Detachment for Marine students.

Demographic information on respondents was compared with similar information on NPS and DLI military populations.⁶³

In general, the officers who chose to respond to the survey are a reasonably close match to the base population in terms of their demographic characteristics (see Appendix D). However, five percent of the Navy officers indicated an "unknown" community. Perhaps these officers are SEALs, explosive ordnance disposal, or weather officers. Additionally, Marine Corps combat arms officers and aviators are somewhat over-represented among respondents.

For the officer samples, it is not certain that the respondents are completely representative of their respective base populations. In fact, a form of sample bias may exist; that is, those who chose to respond may be different from those who chose not to reply. One Marine Corps major's email response summarizes this potential for bias and captures topic volatility as well:

⁶³ Appendix D presents the demographic profiles for the Navy and Marine Corps officer and enlisted survey samples and their respective local populations. The NPS Personnel Support Detachment was unable to provide accurate education level and warfare specialty demographic information. Therefore, for these categories, only response frequencies and percentages are presented for the officer and enlisted Navy respondents.

I think the tone of the survey and the nature of the questions are inappropriate. You are asking people for their personal opinions on something that is a matter of policy - a policy which is a very touchy subject in the first place. I am of the school that personal opinions on matters relating to policy don't come into the equation. I can't think of any good that can come of my opinion on the matter joining the results of the survey. In fact, I can't think of any reason "opinions" should be solicited on matters that are policy, especially this one. Certainly how we carry out the policy matters, but whether we like it or don't like it does not. I spoke to other officers about this survey. Many feel the same way as I do, and have chosen not to complete the survey.

Ironically, this officer's staunch unwillingness to participate in this study provided valuable data in another form.

Even though the risk of response bias exists, the Naval officers' response rates are high enough to enable confident statistical analyses. In the discussion that follows, opinion-based results that are determined to be statistically significant are clearly highlighted in both tables and text. Hypothesis tests always attempt to err on the side of the null hypothesis. In other words, differences in opinion are not stated without a high degree of certainty. Although a lower response rate was expected, the enlisted sample sizes are not considered large enough to represent their populations. In the discussion below, the

enlisted results are only mentioned in passing and should not be considered as statistically significant.⁶⁴

Appendices F and G present typical written comments received from officer and enlisted respondents. The appendices have been categorized by topic, and provide rich data not captured in the numbered survey responses.

B. ANALYSIS STRATEGY

1. Trend Analysis

Almost identical surveys were administered to local military personnel in 1994, 1996, and 1999 (this study). Chapter IV compares the macro-level results from the three surveys to analyze changes in NPS Navy officers' attitudes, understanding, and interpretation of DADT, which was first applied in 1994. National opinion trends, Navy officer trends, and current Marine Corps officers' opinions are compared simultaneously. Additionally, major opinion differences within the Navy and Marine Corps are presented. Chapter IV also serves as a springboard to more advanced statistical analyses and results that are presented in Chapter V.

⁶⁴ Appendix E details officer and enlisted personnel survey response frequencies.

2. Factor Analysis

Factor analysis has an important role in social science research and is applicable in this study. It is particularly useful as a variable reduction method for analyzing surveys where observed variables are likely to measure similar factors.

Factor analysis is a mathematical procedure that attempts to categorize the variations within a very large data set so that a smaller, more manageable representation of that data set can be identified. This type of mathematical reduction is possible because many variables have a tendency to measure similar, if not the same, factors. Thus, factor analysis provides an advantage because it can reduce a relatively large number of variables into only a few variables that are related by a common factor. Factor analysis will group together variables that measure the same underlying construct, but it will also not group together variables that are dissimilar. In this manner, factor analysis provides a convenient method for classifying or grouping data around a common factor.⁶⁵

⁶⁵ Larry A. Hatcher, *A Step-by-Step Approach to Using the SAS® System for Factor Analysis and Structural Equation Modeling* (Cary, NC: SAS Institute, 1994), 69.

The specific method used in this study is called exploratory factor analysis. This method makes no *a priori* assumptions regarding question grouping. The art of exploratory factor analysis comes under criticism because of this assumption. Factor analysis assumes nothing regarding the validity of the underlying concept. Factor analysis finds clusters of interrelated variables that, if strongly associated, are probably all measuring various aspects of the same concept—whatever that concept is. It is up to the researcher to decide what the concept measures.⁶⁶

The reduction of the number of variables is important to this study due to the large and complex data set created by 300 officer responses to the 45-item survey. As in most survey research, this instrument purposefully asks a number of redundant questions. The exploratory factor analysis creates scales by using two or more questions to form a composite measure of a theoretical construct. When scales are created using the independent variables (survey items) suggested by factor analysis, it is assumed that they will be a more reliable and valid measurement than any one

⁶⁶ A. A. Afifi and V. A. Clark, *Computer-Aided Multivariate Analysis*, 3rd ed. (London: Chapman & Hall, 1996), 378.

question. The scales replace the survey items in further analyses.

Factors are also evaluated by how much sense they make to the investigator rather than by use of formal statistical tests and hypotheses.⁶⁷ This is the most criticized part of factor analysis and is why factor analysis can be considered somewhat of an art. The generation of factors has no reference to the meaning of the associated variables, only to their empirical associations. Stephen Gould comments on this common pitfall:

For nonsensical systems of correlation have principal components as well, and they may resolve more information than meaningful components do in other systems. A factor analysis for a five-by-five correlation matrix of my age, the population of Mexico, the price of swiss cheese, my pet turtle's weight, and the average distance between galaxies during the past ten years will yield a strong first principal component. This component—since all the correlations are so strongly positive—will probably resolve as high a percentage of information as the first axis in my previous study of pelycosaurs. It will also have no enlightening physical meaning whatsoever.⁶⁸

Once the number of factors to be kept has been decided, the SAS program automatically creates the scaled factor variables. Each factor variable contains estimated factor

⁶⁷ Ibid., 377.

⁶⁸ Stephen J. Gould, *The Mismeasure of Man* (New York: W. W. Norton & Co, 1981), 250.

scores for the respective factor. These few factor variables may then be used in regression analysis in lieu of the original number of variables in the data set.

3. Ordinary Least Squares Regression Analysis

Regression is designed to use a mix of explanatory variables to predict the outcome of a dependent variable, in this case, opinions regarding homosexuality and homosexuals in the military.

The basic format of a regression model is:

$$Y_e = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon,$$

where Y_e equals the expected average value for the dependent variable, homosexual opinion/feelings among Naval officers; ε equals the error term; α equals the intercept; and β 's the slope of the regression lines. The independent variables (X) will be discussed later in the Model Specification section. The equation is estimated using ordinary least squares (OLS), the objective of which is to find a line that minimizes the sum of the squared error terms of the regression model.

OLS regression is a common method for locating the regression line so that the line lies at the center of the range of observations. By grouping similar variables

together through principal component or factor analysis, the scaled opinion score can be considered a continuous result based upon magnitude of survey response. The OLS regression model is used to determine the probability of Navy and Marine Corps officer students at NPS having tolerant feelings toward homosexuals in the military.

Once the OLS model has been estimated, the coefficients can be interpreted as the impact of a one-unit change in a particular explanatory variable, holding all others constant. This approach provides a measure of the impact of a change in an explanatory variable on the probability of a referent individual having a tolerant or non-tolerant opinion regarding homosexuality.

C. SUMMARY

Data collected from the NPS officer surveys are assumed to be reliable and generally representative of their respective base populations. Enlisted data are not considered representative of their base populations. Therefore, the detailed analyses that follow in Chapters IV and V focus only on the officer data set.

IV. RESULTS

Navy and Marine Corps officers at NPS, on average, continue to hold negative opinions about homosexuals serving in the military. Among Navy respondents, however, a definite change of opinion has occurred with respect to increased tolerance of homosexuals. Tolerance is defined as a "the capacity for or practice of allowing or respecting the nature, beliefs, or behavior of others."⁶⁹ In 1994, 45 percent of the Navy officers surveyed said that they would not want a homosexual neighbor; currently, 32 percent agree with this statement.⁷⁰ This finding (and others explained later) is taken to show that Navy officer perceptions concerning homosexuals in the military have become more tolerant from 1994 to 1999.

Marine Corps officer perceptions, analyzed for the first time in this study, on average, are generally less tolerant of homosexuals in the military than are those of their Navy counterparts. For the same survey item mentioned

⁶⁹ American Heritage Dictionary of the English Language (1971), s.v. "Tolerance."

⁷⁰ See Appendix E, question 29.

above (item 29), 46 percent of the Marine respondents preferred not to have a gay neighbor. In general, on questions asking for a favorable or unfavorable response concerning homosexuals in the military, the 1999 Marine Corps respondents tend to have similar or less tolerant opinions compared with the first sample of Navy respondents in 1994.

On question 29, for example, 13 percent of the Navy enlisted respondents, compared with 46 percent of the Marine enlisted respondents, did not want a gay neighbor.⁷¹ In general, the Navy enlisted respondents expressed the greatest tolerance toward gays, and Marine enlisted personnel demonstrated the least.

The results in this thesis may not be generalizable to the Navy and Marine Corps as a whole, but may be important nonetheless. Given that NPS and DLI are institutions of higher learning, and Monterey, California is a relatively sparse community of military personnel (compared with installations such as Camp Lejeune, North Carolina and Naval Base San Diego, California), the aggregated opinions emerging from this study may be "more tolerant" than those

⁷¹ Enlisted results are shown in Appendix E as well.

of the Navy and Marine Corps as a whole. At the same time, the Naval officers attending NPS are widely regarded as the future leaders and "strategic shapers" of the Navy and Marine Corps. Therefore, these results may offer an important glimpse of tomorrow's military from the perspective of almost 900 of its future leaders.

Potential recruits are no longer asked about their sexual orientation. DADT shifted the responsibility for enforcing any remaining restrictions from the recruiting force to the active duty officer corps. Navy and Marine corps officers are now the "gate keepers" of the DADT policy—responsible for ensuring that the policy is applied fairly, consistently, and effectively.

This chapter highlights the differences in attitudes by service and by demographic group. Three main comparisons are presented. The first compares society's changes in attitude with those of the NPS Navy and Marine officers. The second compares 1994, 1996, and 1999 aggregated Navy officers' opinions through a trend analysis. Since the Marine officers were surveyed only in 1999, their aggregated opinions are also presented within this second comparison. The last major comparison highlights the differences in

opinion within the Navy and Marine Corps by demographic category.

A. THE BIG PICTURE: AMERICAN SOCIETY AND ITS MILITARY

Over the past twenty years, the Gallup Organization has been tracking society's attitudes regarding homosexuality. Tables 2, 3 and 4 present a sample of Gallup's survey items, along with similar survey items administered to the Naval officers in this study.

Table 2. Equal Rights for Homosexuals: Public Opinion versus Naval Officer Attitudes, Selected Years, 1977-1999

Gallup: Do you think homosexuals should or should not have equal rights in terms of job opportunities?			
Question 33. Homosexuals and heterosexuals should have equal rights.			
Year	Percent Who Agreed or Strongly Agreed		
	Society ^a	Navy ^b	Marine Corps ^b
1977	56	-	-
1982	59	-	-
1989	71	-	-
1992	74	-	-
1993	80	-	-
1994	-	61	-
1996	84	67	-
1999	83	70	53

^a Source: Frank Newport, "Some Change over Time in American Attitudes towards Homosexuality, but Negativity Remains," The Gallup Organization, [<http://www.gallup.com/poll/releases/pr990301b.asp>], 1 March 1999.

^b Data derived from Appendix E.

As seen in Table 2, a majority of both the U.S. population and the Naval officers indicate that homosexuals should have equal rights. Seventy percent of the 1999 Navy officer respondents felt that gays should have equal rights; and this is about the same proportion as in Gallup's survey of 1989. One could conclude, then, that Navy officers' opinion may lag that of the general population by about a decade on this point. The response of Marine officers is similar to that of the general population in 1977, when Gallup first began tracking this issue.

Table 3 compares another similarly-worded question that asks about homosexuals serving in the military. Again, the responses of officers are less "tolerant" than those of society, and this time the differences are more pronounced. Since 1992, society's opinion has changed 13 percentage points in favor of gays serving in the military. Navy officers' opinion has also changed during this time period. Since the DADT policy was enacted in 1994, the Navy officers agreement with survey item 26 has grown from 25 percent to 39 percent in 1999. Very few Marine officer respondents agreed (18 percent) that gays should not be restricted from military service.

Table 3. Open Military Service for Homosexuals: Public Opinion versus Naval Officer Attitudes, Selected Years, 1977-1999

Gallup: Do you think homosexuals should or should not be hired for [the armed forces]?			
Question 26. Homosexuals should not be restricted from serving anywhere in the Navy.			
Year	Percent Who Agreed or Strongly Agreed		
	Society ^a	Navy ^b	Marine Corps ^b
1977	51	-	-
1982	52	-	-
1985	55	-	-
1987	55	-	-
1989	60	-	-
1992	57	-	-
1994	-	25	-
1996	65	36	-
1999	70	39	18

^a Source: Frank Newport, "Some Change over Time in American Attitudes towards Homosexuality, but Negativity Remains," The Gallup Organization, [<http://www.gallup.com/poll/releases/pr990301b.asp>], 1 March 1999.

^b Data derived from Appendix E.

In Tables 2 and 3, a large inconsistency emerges for both the Gallup and Naval officer respondents. In both samples, respondents indicated that equal rights do not necessarily include the right to serve in the armed forces. In a written comment, one Naval officer expounded upon the

differences between society and the military from a historical standpoint:⁷²

Every civilization has faced this, and without exception, the warriors have excluded homosexuals from their ranks. There are hunters and there are gatherers. Each has their place and contributes to society; but if you take a gatherer on a hunt, he will fail.

Another officer used a more contemporary comparison:

There is a big difference between working for IBM and the military. At IBM you go home to your own home/apt/condo and live your private life and at work you interact professionally. In the military you live, eat, breathe, shower, etc. with members of the same sex. Therefore, homosexuality has no place in the military.

The issue of the origins of homosexuality--often centering around questions of "nature" versus "nurture"--continues to be controversial and uncertain. Table 4 presents data regarding opinions on the origins of homosexuality. Note the wording of Gallup's question, which gives respondents a much different choice than does the item on the NPS survey. Consequently, the magnitude of the response percentages across surveys should not be viewed as

⁷² Appendices F and G present typical written comments received from officer and enlisted respondents--categorized by topic. The officers' written comment sheets did not specifically ask for any information about the respondent such as gender, race, and service. Therefore, most of the officers' comments throughout the text of this study do not provide any demographic information about the respondent who made the written comment.

completely comparable. However, the trends for both the general population and Navy respondents—in the direction of increased acceptance of homosexuals—are noteworthy.

**Table 4. Beliefs Regarding the Origins of Homosexuality:
Public Opinion versus Naval Officer Attitudes, Selected
Years, 1977-1999**

Gallup: Is homosexuality something a person is born with or is homosexuality due to other factors like upbringing or environment?			
Question 3. Homosexuals are probably born that way.			
Year	"Born With"	Percent Who Agreed or Strongly Agreed	
	Society ^a	Navy ^b	Marine Corps ^b
1977	13	-	-
1982	17	-	-
1989	19	-	-
1994	-	33	-
1996	31	36	-
1999	34	40	35
Gallup: Is homosexuality something a person is born with or is homosexuality due to other factors like upbringing or environment?			
Question 4. Homosexual orientation is learned through social interaction and can be changed by will.			
Year	"Upbringing"	Percent Who Agreed or Strongly Agreed	
	Society ^a	Navy ^b	Marine Corps ^b
1977	56	-	-
1982	52	-	-
1989	48	-	-
1994	-	52	-
1996	40	45	-
1999	44	45	51

^a Source: Frank Newport, "Some Change over Time in American Attitudes towards Homosexuality, but Negativity Remains," The Gallup Organization, [<http://www.gallup.com/poll/releases/pr990301b.asp>], 1 March 1999.

^b Data derived from Appendix E.

The American public has gradually been changing its attitude over time regarding the nature of homosexuality over time, but 44 percent still believe that homosexuality is due to "other factors, such as upbringing or environment," while 34 percent say that it reflects "something a person is born with." As with society, Navy officers' opinion on this issue appears to be slowly moving in the same direction—toward a view that gay persons are born that way. Although Marine officers agree less with the notion of genetic influence, they are more aligned with their Navy peers on this issue than on the issue of gays serving in the military.

Written comments on the issue of genetic traits, psychological problems, and social influence ranged widely. Some officers do not view homosexuality as a condition, but rather, as a choice or a "sin":

Homosexuality is not an inherited condition, it is not a disease, and it should not be a social class all its own with its own set of rules and rights. Homosexuality is a sin.

Others believe the origin of homosexuality varies from person to person.

I believe it to be both genetic and social. As with all orientations it may be modified, in some cases, through counseling, etc.

Distinct differences can be seen in the attitudes presented in Tables 2 through 4. Still, it is noteworthy that all identifiable trends are in the direction of increased tolerance, including the perception that homosexuality may be genetic. The same conclusion cannot be made with regard to Marine officer respondents, because this is the first time they have been observed. The only observation that can be made about the Marines is that they appear to be the least tolerant of the three groups, based on the questions shown here.

B. TREND ANALYSIS: CHANGE OF OPINION OVER TIME

The 37 questions that were asked during all three iterations of the NPS survey were subjected to hypothesis testing. Bivariate chi-square tests (1 x 2 table) were used to test for survey item response frequency independence by sample type. For example, the "Agree" response frequencies on question 1 were compared for Navy officers in 1994 and 1999. The same was done for the 1999 Navy and Marine samples, and so on. A non-parametric test, such as chi-square, provides a rough estimate of confidence; and it

accepts weaker, less accurate data as input than parametric tests (such as z-tests and t-tests).

For the purposes of this discussion, and to reduce the chance of making hypothesis testing errors, Navy officer opinion on a given survey item was judged to be "significantly trended" if three conditions were met. First, the chi-square test comparing the 1994 and 1999 Navy officer response frequencies had to be significant at the $\alpha \leq 0.05$ level. Second, the chi-square test had to be sufficiently powerful enough to reduce the chance of making a "Type II" hypothesis testing error. The cut-off power level was 0.70 with $\beta \leq 0.05$. In a worst-case scenario, if chi-square p-value equals 0.05 for a particular survey item and the power of the test equals 0.70, then there is a 70 percent chance of correctly rejecting the null hypothesis that the response frequencies are the same. The last criterion used to determine if a survey item is "significantly trended" was that the "Agree/Disagree" response trend must be in the same direction from 1994 to 1996 to 1999. In other words, over time, more and more respondents had to agree or more and more had to disagree with the survey item for a trend to exist.

1. Significant Change of Opinion

Of the 37 questions posed to Navy officers on all three surveys, 23 were found to be significantly trended. Tables 5 through 9 divide 21 of these questions into similar categories to facilitate discussion.⁷³

Table 5 highlights the aggregated responses to three significantly trended survey items in three main areas of social and military concern. Two of these items, questions 26 and 33, were discussed in Tables 2 and 3. For the three Navy samples, all three items are trended in a manner indicating more tolerance of gays and the homosexual lifestyle. Throughout this trend analysis, the aggregated Marine officers' opinion appears less tolerant than does the Navy officers' opinion.

⁷³ Survey items have been paraphrased in these tables. To see the exact wording of the questions, refer to Appendix A or Appendix E.

Table 5. Trend Analysis: Broad Social Issues, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
1. Allowing gays in the military sends the wrong message to society	73	66	59	78
26. Homosexuals should not be restricted from serving in Navy	25	36	39	18
33. Homosexuals and heterosexuals should have equal rights	61	67	70	53

Notes: Data derived from Appendix E. Chi-square p-values $\leq .05$ for 1999 vs. 1994 Navy samples; power $\geq .70$ (beta = .05).

Table 6 presents questions dealing with particular military constructs such as cohesion, trust, and leadership. In 1986, the Defense Personnel Security Research and Education Center (PERSEREC) was established. At that time, during the Cold War, security clearance procedures were an especially strong concern for DoD officials. One of PERSEREC's first undertakings was to examine the issue of whether gays can be trusted with classified material.⁷⁴ PERSEREC researchers found no evidence to question a gay person's handling of classified material.⁷⁵ Now, over 80

⁷⁴ Korb, "Evolving Perspectives," 223.

⁷⁵ Ibid., 223.

percent of the Navy respondents agree that gays are trustworthy custodians of secret military documents.

Table 6. Trend Analysis: Cohesion, Trust, and Leadership, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
11. Allowing gays in the Navy will erode good order and discipline	79	67	59	85
16. Homosexuals can be trusted with secret military documents	70	80	83	59
24. An officer's sexual preference has no effect on leadership ability	38	53	56	32

Notes: Data derived from Appendix E. Chi-square p-values $\leq .05$ for 1999 vs. 1994 Navy samples; power $\geq .70$ (beta = .05).

Issues surrounding readiness, cohesion, and military effectiveness, more so than any other comparable category, are where the Marine officer respondents' opinion differed the most from that of Navy officers. Eighty-five percent of Marines felt that gays would cause the downfall of good order and discipline, while 59 percent of Navy officers felt the same way. One Marine officer, who identified his gender and service on a written comment sheet, had this to say

about the topic, "Acceptance of homosexuality in the military will lead to the downfall of this country."

Table 7 presents another category of significantly trended questions in which the Navy and Marine Corps officers' opinions differed noticeably. These questions deal with level of comfort, i.e., working with or for a homosexual, or being around homosexuals. NPS Navy officers over the past six years have trended toward increased tolerance. On two questions, Navy officers have changed their majority opinion. Navy opinion on question 18, "Heterosexuals aboard ships are at greater risk of privacy invasion," has changed 18 percentage points between 1994 and 1999, declining from 62 percent to 44 percent of respondents agreeing with this statement. On question 23, "Uncomfortable in the presence of gays; difficulty interacting," the difference of opinion is more pronounced: in 1994, 58 percent were uncomfortable in the presence of gays; this compares with 36 percent in 1999, a difference of 22 percentage points.

Table 7. Trend Analysis: Comfort and Privacy, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
2. I would prefer not to have homosexuals in my command	82	78	67	88
8. No difficulty working for homosexual CO	30	37	43	26
18. Heterosexuals aboard ships at greater risk of privacy invasion	62	51	44	64
23. I feel uncomfortable in the presence of gays and have difficulty interacting	58	44	36	46
29. Would not want a gay person as a neighbor	45	39	32	46
32. No difficulty obeying order to work with a homosexual on dangerous job	50	62	67	45
34. Homosexuals could pose a health risk to the Navy	74	65	49	70

Notes: Data derived from Appendix E. Chi-square p-values $\leq .05$ for 1999 vs. 1994 Navy samples; power $\geq .70$ (beta = .05).

The comfort level of Marine officers in 1999 generally mirrors that observed for Navy officers during the initial study in 1994. Regardless of the changes in opinion over the past six years, comfort remains a controversial issue for some Naval officers based on their comments:

I think they can do the job just as well, but cause great discontent among other Navy members. We had a big problem with "peeping Toms" in the showers on my last ship.

"Comfort" remains a difficult issue for heterosexuals to explain. They generally do not feel fearful of being attacked. During multiple interviews with Navy officers, Dr. Theodore Sarbin summarizes their distaste for being around homosexuals as follows:

. . . somehow the space would be polluted, not by germs, but by an unarticulated conception of the gay man as a tabooed object and a carrier of sin.⁷⁶

Table 8 presents a series of trended questions that capture respondents' acceptance of the DADT policy, and their future expectations about gays serving in the military. According to the respondents' demographics profile,⁷⁷ all but 24 of the Navy officers and four of the Marine officers were on active duty at the time the current policy came into effect. Forty-four percent of the 1999 Navy officer respondents like DADT better than the previous policy. This level of approval by Navy officers is 20 percentage points higher than the approval level found for 1994 respondents. Twenty percent of Marine officers indicated the same. Almost 60 percent of Navy officers felt

⁷⁶ Sarbin, "Deconstruction of Stereotypes," 182.

⁷⁷ See Appendix D.

that full acceptance of gays in the armed forces is inevitable. At the same time, Marine officers mirrored the 1994 Navy respondents: 47 percent believed that gays will eventually be allowed to serve openly in the military.

Table 8. Trend Analysis: Policy Issues, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
15. Only a matter of time until policy is changed to full acceptance	49	56	59	47
20. Current policy is good for national defense.	18	30	36	27
37. I like the current policy better than the old policy	23	30	44	20

Notes: Data derived from Appendix E. Chi-square p-values $\leq .05$ for 1999 vs. 1994 Navy samples; power $\geq .70$ (beta = .05).

A little more common ground was found with the aggregated responses of Naval officers to item 20, which asks if DADT is "good for national defense." Thirty-six percent of the Navy officers and 27 percent of the Marine officers agreed with this statement. In summary, responses suggest a trend toward increasing acceptance of DADT, greater recognition of the advantages of DADT for national

defense, and growing appreciation of the new policy over its predecessor. Also note that only one item ("Only a matter of time until policy is changed to full acceptance") has a majority of respondents expressing agreement (56 percent in 1996 and 59 percent in 1999).

Table 9. Trend Analysis: Policy Understanding and Execution, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
5. Sexual conduct and orientation clearly defined	68	75	86	64
9. Lawful off-duty sexual activity is of no concern to me	70	72	82	63
10. Report of holding hands in a movie theater; my responsibility to investigate	44	36	31	50
22. Marching in "Gay Parades" demonstrates homosexual orientation	40	38	26	45
35. I am more tolerant than my peers regarding gays in the military	56	64	71	51

Notes: Data derived from Appendix E. Chi-square p-values $\leq .05$ for 1999 vs. 1994 Navy samples; power $\geq .70$ (beta = .05).

Table 9 suggests that NPS Navy officers have become increasingly confident that they understand the difference between "conduct" and "orientation," as applied in DADT. On

this point, an interesting finding emerged. The policy draws no distinction between off-duty and on-duty conduct;⁷⁸ however, on question 5, over 80 percent of the 1999 Navy respondents felt that "off-duty" sexual activity was of "no concern to me." In 1994, 44 percent of the Navy officers believed it was their responsibility to investigate same-sex hand-holding in a movie theater; in 1999 agreement on this statement dropped to 31 percent. In other words, although the policy clearly states that it is the commander's responsibility to investigate reports of sexual misconduct, which may include holding hands as an indication of "misconduct,"⁷⁹ the trend shows a tendency to believe that such conduct should not be investigated. At the same time, Navy officers' responses to question 22, "Marching in Gay

⁷⁸ Department of Defense, Office of the Secretary of Defense, *Memorandum for the Secretary of the Army, Secretary of the Navy, Secretary of the Air Force, Chairman of the Joint Chiefs of Staff, Subject: Policy on Homosexual Conduct in the Armed Forces*, 19 July 1993, 2.

⁷⁹ Department of Defense, Department of Defense Directive 1332.14, *ENLISTED ADMINISTRATIVE SEPARATIONS*, [<http://web7.whs.osd.mil/text/dl33214p.txt>], 21 December 1993. This instruction details other instances defined as credible information for discharge on the basis of sexual misconduct: a reliable person states that he or she observed or heard a service member engaging in homosexual acts, or saying that he or she is married to a member of the same sex, behavior that a reasonable person would believe was intended to convey the statement that the member engages in, attempts to engage in, or has a propensity or intent to engage in homosexual acts.

Parades demonstrates homosexual orientation," suggest there is a better understanding that the act of marching in a gay parade is not sexual misconduct.⁸⁰

For the questions presented in Table 9, it is not clear whether respondents answered questions based upon their personal feelings or upon "the letter of the law." However, the response frequencies to question 35 suggest that the trend is toward increasing tolerance of gays in the military. Policy semantics aside, the significantly trended responses to questions 9, 10, and 22 show that Navy officers' opinions about conduct and orientation have changed over the 1994-1999 period, and that respondents are less likely to pursue reports involving gay activity—whatever that activity may be.

This section suggests that the opinions of Navy officers who attend NPS have changed substantially over time. But the passage of time, alone, should not be viewed as a primary cause of change. Perhaps time has had an indirect influence on opinions. An even stronger influence,

⁸⁰ Ibid. Other actions and activities which may be easily confused as sexual misconduct (but which are not as defined in this directive) include: associating in "gay bars," possessing homosexual publications, or associating with known homosexuals.

perhaps, is the increased number of Navy officers who claim to know a homosexual.

Table 10 shows responses over time to question 44, "I have a gay friend or relative." The difference between the proportion of officers who admitted to knowing a homosexual in 1994 and the proportion in 1999 is almost 20 percentage points. The percentage of Marine respondents who know a homosexual is similar to that of their Navy peers. The 1994 survey offered respondents an "unsure" choice on this question. Even after re-introducing the "unsure" choice, the proportion of Navy officers who claimed to know a homosexual was equal to the proportion of 1996 respondents who were offered only "yes" and "no" choices.⁸¹

⁸¹ Friery, "Trends in Navy Officer Attitudes Toward DADT," 45. In 1996, the "unsure" choice was omitted.

Table 10. Trend Analysis: Proportion of Naval Officers with a Homosexual Friend or Relative, 1994, 1996, and 1999 Surveys

Question: 44. I have a gay friend or relative	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
Yes	29	46	46	42
No	52	54	36	41
Unsure	19	n/a	17	18

Notes: Data derived from Appendix E. Chi-square p-values $\leq .05$ for 1999 vs. 1994 (Q44 = "Yes") Navy samples; power $\geq .70$ (beta = .05). Columns do not sum to 100 due to rounding.

2. Little or No Change of Opinion

Of the original 37 survey items, 14 were defined as not significantly trended. For these questions, either the chi-square independence tests were not significant at the 0.05 level, the power of the test was less than 0.70, or the three observed frequencies from 1994 to 1999 were not consistently changing in the same direction. Tables 11 through 13 group eleven of these questions into similar categories to facilitate discussion.⁸²

⁸² Note that the survey items have been paraphrased in these tables. To see the exact wording, refer to Appendix A or Appendix E.

Table 11. Little or No Change of Opinion: Beliefs Regarding the Nature of Homosexuality, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
3. Homosexuals are probably born that way	33	36	40	35
4. Homosexual orientation can be changed by will	52	45	45	51
12. Homosexuality is medical anomaly that can be changed with treatment	31	26	23	32
14. I can determine if someone is homosexual by appearance and mannerisms	11	10	11	16
21. People are either heterosexually or homosexually oriented	41	34	41	51
31. Heterosexual orientation is an inherited trait	48	41	43	55

Note: Data derived from Appendix E.

Table 11 presents observations that summarize respondents' opinions about the nature of homosexuality. Navy respondents have demonstrated little change on this issue since 1994, but there seems to be confusion over the years. For instance, many Naval officers at NPS (40 percent in 1999) believed that homosexuals are born that way (item 3); yet, a high proportion (77 percent) likewise disagree that a medical treatment exists for homosexuality (item 12). One respondent summed up the confusion on this issue rather

well, "I believe some people are born homosexual and I believe that some become that way due to problems or experiences in their lives."

When asked about whether heterosexual or homosexual orientations are inherited, Naval officers provided a balance of opinion on questions 21 and 31. When comparing the responses to questions 3 and 31, however, a disparity is found among Marine Corps officers. As seen in Table 11, a 20 percentage-point difference emerges between the proportion of Marine officers who felt that gays are born that way (35 percent) and the proportion who felt that heterosexual orientation is inherited (55 percent). For these same two survey items, Navy officers provided more consistent responses. It is also interesting to observe that, as with the 1999 Marine officers, the 1994 Navy officers demonstrated a similar disparity (15 percentage points) between agreement on questions 3 and 31. It should be noted that question phrasing, word choice, and ordering can dramatically affect responses.⁸³

⁸³ Herek and Capitanio, "How Heterosexuals Think About Lesbians and Gay Men," 357.

Table 12. Little or No Change of Opinion: Issues with Vague Military Relevance, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
6. Senior uniformed leaders shaped present policy	36	34	37	32
7. Current policy positive step for gay movement	67	62	60	60
27. Religious teachings only obstacle to acceptance of gays in the Navy	10	8	10	10

Note: Data derived from Appendix E.

Table 12 presents a few items that, unlike other items on the survey, deal with issues that respondents have little or no power to influence. On question 6 ("Senior uniformed leaders shaped the present policy") and question 27 ("Religious teachings are the only obstacle to acceptance of gays in the military"), respondents have absolutely no control over what has happened (item 6) and what may yet happen (item 27). Navy officers' attitudes on these questions have changed little over the last six years, and Marine officers generally responded the same way as did their Navy peers. Only item 7, whether or not the policy is a positive step for gays, indicates some change over time;

and Navy officers appear to believe that the policy is not necessarily good for the "gay movement."

Table 13 presents questions on DADT's impact on two separate groups of service members: women and enlisted personnel. These two questions require the majority of the officer respondents, men, to put themselves in another person's shoes for a moment. The Navy officers' opinions have not changed much over the past six years: about 40 percent agreed that the policy affects enlisted personnel more than others, and about 8 percent felt that women are affected more. Although the Marine officers did not disagree much with their Navy peers on the issue of which gender is affected most, a 13 percentage-point disparity exists on the officer/enlisted issue (question 25). Marine officers believe that they are affected by the policy to a greater degree than are enlisted personnel. According to the enlisted respondents, 36 percent of sailors believed that they were affected more than officers, while 55 percent of the enlisted Marines agreed with question 25.

Table 13. Little or No Change of Opinion: Human Impact Issues, 1994, 1996, and 1999 Surveys

Question	Percent Who Agreed or Strongly Agreed			
	Navy			Marine
	1994 (n = 605)	1996 (n = 306)	1999 (n = 216)	1999 (n = 74)
25. Policy has more impact on enlisted members	42	36	39	26
36. Policy has more impact on women	10	8	6	14

Note: Data derived from Appendix E.

C. MAJOR DIFFERENCES IN OPINION WITHIN THE SERVICES

This section highlights the statistically significant differences of opinion within each service. Throughout this chapter, comparisons have been made by aggregating the response frequencies into two categories ("Agree" and "Disagree"), and then using the chi-square test for statistical dependence. This section continues the same 1 x 2 comparisons—only the sample sizes are much smaller. Unlike the previous sections of this chapter, which compared responses across all three administrations of the survey, this section is concerned primarily with the 1999 iteration; however, in a few instances, demographic comparisons are possible with previous administrations of the survey. These

results are useful in developing the OLS regression models later in the study.

Also, unlike the previous portions of this chapter, the results in this section use respondent demographics such as gender, rank, and warfare community, plus four separate cross-tabulations, to analyze 42 (instead of 37) of the survey items. The first cross-tabulation focuses on tolerance, which breaks out respondents based on their answer to item 35—"I am more tolerant than my peers regarding the issue of gays in the military." The other three cross-tabulations use questions 44 and 45. Respondents are categorized based on whether or not they have a gay friend or relative (question 44). The same procedure applies to question 45, whether or not respondents know a gay service member. One additional cross-tabulation, called "Combination 44/45," uses responses to both questions 44 and 45 to measure the respondents' degree of acquaintance with homosexuals.

Hypothesis testing becomes increasingly difficult when working with smaller data sets. For example, a total of 74 Marine Corps officers responded to the 1999 survey. However, of these Marines, only two are Hispanic, 3 are African-American, and two are of an "other" racial/ethnic

heritage. It is very difficult to draw conclusions about the difference of opinion among such small samples of racial/ethnic minorities or against the 67 white Marine officer respondents. Not only are the chi-square p-values misleading, the statistical power of the test is generally low. To give the chi-square comparison a better chance of yielding statistically acceptable results, two techniques were employed to examine the differences of opinion within the Navy and Marine Corps.

First, when possible, some sub-samples were aggregated or collapsed into one measure. This was only done when it made sense to do so. The Marine Corps racial/ethnic case offers a good example. All of the non-white Marine respondents were combined into a single group. Therefore, the new sample size for non-whites is seven.

A more beneficial case of collapsing two or more demographic groups was performed on the Navy officer sample. Only twelve Navy officer respondents reported a rank lower than lieutenant (grade O-3). Similarly, only five respondents indicated that they were commanders (grade O-5). Since past research has shown that age typically influences feelings about homosexuality, and since increases in age correspond with higher military pay grade, the Navy

officers' ranks were aggregated into two measures: "Junior" (O-3 and below), and "Senior" (O-4 and above).

Second, the power level of the statistical test was reduced to 0.50, instead of 0.70. The alpha and beta levels were kept at 0.05; however, reducing the power of the test increases the probability of making "Type II error."

1. Differences in Opinion among Navy Officers

Several obvious demographic differences in opinion were found in the NPS Navy officer sample. Table 14 presents the results of numerous bivariate chi-square tests for the 1999 Navy officer respondents.

**Table 14. Differences among Navy Officers: Significant
Demographic Chi-Square Tests, 1999 Survey**

Demographic Groups Compared	P-values at Given Significance Level		
	0.01	0.05	Total
Question 35: Agree vs. Disagree	27	3	30
Question 44: Yes vs. No	19	7	26
Combination 44/45: Both Friend and Military vs. Military Only	17	6	23
Gender	15	7	22
Question 45: Yes vs. No	12	4	16
Combination 44/45: Both Friend and Military vs. None	7	6	13
Question 45: No vs. Unsure	4	6	10
Rank: O-3 and below vs. O-4 and above	2	8	10
Years of Service: over 15 vs. 1-5 years	4	5	9
Years of Service: Less than 10 vs. More than 10 years	3	6	9
Years of Service: 1-5 vs. 6-9 years	3	5	8
Question 44: No vs. Unsure	3	5	8
Question 44: Yes vs. Unsure	1	7	8
Rank: O-3 vs. O-4	0	7	7
Education Level: College vs. Master's	2	4	6
Warfare Community: Surface vs. Fleet Support	2	4	6
Years of Service: 6-9 vs. 10-12 years	1	4	5
Race: Black vs. White	1	4	5
Race: White vs. All non-White	2	2	4

Notes: Power ≥ 0.5 (beta = .05) for all tests. Sample sizes vary.

Out of 42 questions, 30 of the tolerance cross-tabulations were significant. This result, though not surprising, is included in Table 13 as a reference point. It makes perfect sense that the opinions of respondents who identify themselves as more tolerant differ significantly from the opinions of those who say they are less tolerant. As with those who are more tolerant, the opinions of Navy officers who claim to have a gay friend or relative, versus

those who do not (Question 44: Yes vs. No), differ significantly on 26 survey items. The combined responses to questions 44 and 45 (Combination 44/45: Both Friend and Military vs. Military Only) also indicate a lot of disagreement between officers who claim to have both civilian and military homosexual acquaintances versus those who only know a gay service member. Gender comes in a close fourth place as being a major demographic opinion difference. Navy officers who knew another gay service member (n=45) differed in their opinions of gays versus their peers who did not know a gay service member on 16 of the survey items. All four of these demographic variables (questions 44, 45, Combination 44/45, and gender) support other empirical results and widely accepted beliefs that women, persons who know gays, and persons who know more than one homosexual are generally more tolerant than men and those who do not know any homosexuals.⁸⁴

The last really meaningful difference of opinion displayed in Table 14 is between junior and senior officers. "Junior" is defined as pay grades O-3 and below, while "senior" officers are those in pay grades O-4 and above.

⁸⁴ Herek and Glunt, "Interpersonal Contact," 243; Herek, "Why Tell if You're not Asked?", 214-5.

Although junior and senior officers' opinions differed on only ten out of the 42 items on the survey, it is important to recognize that greater differences of opinion between these two groups may be masked due to the fact that men and women, as well as those who have a gay friend and those who do not, are all mixed together in the junior/senior categories. Demographic variables such as racial/ethnic group, education level, and warfare community did not have many statistically significant response frequency differences--as identified by the chi-square tests.

Based upon the findings in Table 14, Tables 15 through 18 present the largest differences of opinion within the 1999 Navy officer sample. Tables 15 through 18 focus on the demographic differences according to the question 44 cross-tabulation, the combination 44/45 cross-tabulation, gender, and rank seniority.

Survey item 44 asked respondents to report whether or not they had a homosexual friend or family member, and they were given three response options: yes, no, or unsure. Table 15, only presents the "yes" and "no" responses. Therefore, only about 180 of the 216 Navy officer respondents are represented in Table 15. "Unsure" responses

were eliminated to make the 1999 data comparable to the 1996 data—when respondents were not offered an "unsure" choice.

Table 15. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Homosexual Acquaintance, 1996 and 1999 Surveys

Question	Year	Responses (in percent) Question 44. Gay Friend or Relative		Percent Difference
		Yes ^b	No ^c	
2. I would prefer not to have homosexuals in my command	1996 ^a	69	84	-15
	1999	48	89	-41
11. Allowing gays in the Navy will erode good order and discipline	1996 ^a	62	70	- 8
	1999	41	79	-38
23. I feel uncomfortable in the presence of gays and have difficulty interacting	1996 ^a	33	54	-21
	1999	20	59	-39
24. An officer's sexual preference has no effect on leadership ability	1996 ^a	55	51	4
	1999	70	38	32

Note: Chi-square p-values $\leq .05$ for 1999 Navy sample Q44 - "Yes" vs. "No" response frequencies; power $\geq .50$ (beta = .05).

^a Source: Margaret R. Friery, "Trends in Navy Officer Attitudes Toward the 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1997), 45.

^b Navy respondents who answered "Yes" to Question 44:
1996 sample, n=141
1999 sample, n=98.

^c Navy respondents who answered "No" to Question 44:
1996 sample, n=165
1999 sample, n=78.

For all questions presented in Table 15, a difference of at least 30 percentage points is found between 1999 Navy respondents who claimed to know a gay person versus those who did not. For question 26, which asks about whether or not homosexuals should be allowed to serve openly in the Navy, almost 60 percent of respondents who knew a homosexual agreed, while only 16 percent of those who did not have a gay friend agreed with this statement. Another 40-percentage point difference is observed in the responses to question 2—"I prefer not to have homosexuals in my command." Half of the respondents with a gay friend agreed with question 2, and almost 90 percent of those who did not have a gay friend preferred not to serve with a homosexual.

Table 15 also presents data from the 1996 study. Navy officer respondents who knew a homosexual in 1996 were less tolerant than the 1999 respondents. However, the 1999 Navy officers who claimed that they *did not* have a gay friend or relative were less tolerant than those in 1996. The trend over time suggests that the tolerance of respondents who knew a homosexual has increased, and tolerance has decreased for those who did not have a homosexual friend or relative.

Table 16 presents data based upon four varying degrees of homosexual contact as reported in answers to questions 44

and 45. Respondents who reported that they had a gay friend/relative and also knew a gay service member (BOTH) were the most tolerant. Navy officers who only knew a gay service member (MONLY) were the least tolerant.

Table 16. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Varying Degrees of Homosexual Acquaintance, 1999 Survey

Question	Combined Responses (in percent) to Questions 44 and 45			
	BOTH ^a (n = 31)	FOONLY ^b (n = 68)	NONE ^c (n = 100)	MONLY ^d (n = 14)
1. Open acceptance of gays in the military sends the wrong message to society	16	53	73	79
2. I would prefer not to have homosexuals in my command	23	60	81	86
8. No difficulty working for homosexual CO	77	49	30	23
11. Allowing gays in the Navy will erode good order and discipline	19	51	73	79
26. Homosexuals should not be restricted from serving in Navy	77	49	24	14
43. Homosexuals in my unit would interfere with mission accomplishment	10	35	55	77

Note: Chi-square p-values $\leq .05$ for 1999 Navy sample "BOTH" vs. "MONLY" response frequencies; power $\geq .50$ (beta = .05).

^a Respondent reported knowing both a gay friend and knows a gay service member.

^b Respondent reported knowing only a gay friend or family member.

^c Respondent reported no gay acquaintances.

^d Respondent reported knowing only a gay service member.

The wording and order of these two questions are important. The first, question 44, asks the respondents whether he or she has a gay *friend* or relative. Then, question 45 asks about *knowing* a gay service member. Respondents categorized as BOTH answered "yes" to both questions 44 and 45. This means that they either have a gay *friend* and *know* a gay service member, or they have a gay *friend* who is also a service member, or they have *friends* who are both civilians and in the military. Previous research shows that majority members who come into contact with minorities while in pursuit of common objectives (national defense in this case) generally experience a positive (more tolerant) attitude change toward the minority group.⁸⁵

Respondents who only report *knowing* a gay service member have already chosen to answer "no" or "unsure" to the previous survey item (question 44). Therefore, the ONLY group is assumed to not have a gay friend, and their contact with a gay service member is classified as "casual." Casual, non-teamwork-building contact may increase

⁸⁵ Allport, "The Effect of Contact," 276.

prejudice.⁸⁶ The MONLY group is generally less tolerant than the Navy officers who reported no gay contact (NONE).

Table 17 presents the differing opinions of NPS Navy officers by gender during the past six years as well as the magnitude of the difference of their opinions. The division along the line of gender is as apparent as with those who do and do not have a gay friend. For example, differences of over 40 percentage points are found between the 1999 Navy men and women on survey items 1, 2, and 33. In 1994 and 1996, 75 percent and 68 percent of Navy men, respectively, agreed with question 1. In 1999, 66 percent agreed that gays in the military sends the wrong message to society. Over the same six-year period, the proportion of Navy women who have agreed on question 1 is as follows: 48 percent (1994), 42 percent (1996), and 22 percent (1999). Across cohorts, the rate of change for Navy men is slower than that of their female counterparts.

⁸⁶ Ibid., 263-4.

Table 17. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Gender, 1994, 1996, and 1999 Surveys

Question	Year	Percent Who Agreed or Strongly Agreed		Percent Difference
		Male ^c	Female ^d	
1. Open acceptance of gays in the military sends the wrong message to society	1994 ^a	75	48	27
	1996 ^b	68	42	26
	1999	66	22	44
2. I would prefer not to have homosexuals in my command	1994 ^a	86	60	26
	1996 ^b	80	48	32
	1999	73	29	44
8. I would have no difficulty working for a gay CO	1999 ^e	37	75	-38
24. An officer's sexual preference has no effect on leadership ability	1999 ^e	50	88	-37
26. Homosexuals should not be restricted from serving in the Navy	1999 ^e	33	75	-42
32. No difficulty obeying order to work with a gay on dangerous job	1994 ^a	46	74	-28
	1996 ^b	61	69	- 8
	1999	64	90	-26

Note: Chi-square p-values $\leq .05$ for 1999 Navy sample Male vs. Female response frequencies; power $\geq .50$ (beta = .05).

^a Source: Fred Cleveland and Mark Ohl, "'Don't Ask, Don't Tell' - Policy Analysis and Interpretation," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1994), 62.

^b Source: Margaret R. Friery, "Trends in Navy Officer Attitudes Toward the 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1997), 42.

^c Male Navy respondents:
1993 sample, n=540
1996 sample, n=279
1999 sample, n=184.

^d Female Navy respondents:
1993 sample, n=65
1996 sample, n=27
1999 sample, n=32.

^e Data not available for the 1994 and 1996 surveys.

Cleveland and Ohl hypothesized that, for question 32 (see Table 17), women may be more willing to serve with gays in any capacity because (at the time of the study) women had relatively little shipboard experience compared with men.⁸⁷ In the past six years, however, the number of women serving aboard ships has increased considerably. For whatever reason, since 1994, women officers have become more willing to work with gays on dangerous jobs.

Survey questions with the five largest differences of opinion between junior and senior Navy officers are presented in Table 18. Defining differences between junior (O-3 and below) and senior (O-4 and above) officers are more than just rank and years of military service. The promotion from lieutenant (O-3) to lieutenant commander (O-4) in the Navy involves a number of decisions. First, the service must decide that the individual is worthy of promotion and also fits the profile for senior leadership positions. Second, the individual must decide to accept the promotion. This decision by the individual implies that he or she wants to make a career in the Navy and likely feels comfortable around other senior officers. The end result is

⁸⁷ Cleveland and Ohl, "DADT - Policy Analysis and Interpretation," 63.

a tighter, more homogenous group. Therefore, it makes sense that junior and senior officers' opinions might differ on some issues.

Table 18. Differences among Navy Officers: Survey Items with the Largest Difference of Opinion According to Rank, 1999 Survey

Question	Percent Who Agreed or Strongly Agreed		Percent Difference
	Junior ^a (n = 150)	Senior ^b (n = 64)	
8. No difficulty working for homosexual CO	48	31	17
22. Marching in "Gay Parades" demonstrates homosexual orientation	21	38	-17
23. I feel uncomfortable in the presence of gays and have difficulty interacting	31	48	-17
24. An officer's sexual preference has no effect on leadership ability	61	44	17
26. Homosexuals should not be restricted from serving in Navy	45	25	20

Note: Chi-square p-values $\leq .05$ for 1999 Navy sample Junior vs. Senior officers response frequencies; power $\geq .50$ (beta = .05).

^a Officers in pay grades O-3 and below.

^b Officers in pay grades O-4 and above.

Notice, however, that the differences across ranks in Table 18 are less than in the previous two tables. The largest disagreement between these two groups is observed in

item 26, "Gays should not be restricted from serving in the Navy." Among younger officers, 45 percent agree with this statement. At the same time, only 25 percent of the senior officers felt the same way. The reason that the differences do not appear to be as pronounced as previously seen in the contact tables (Tables 15 and 16) and the gender table (Table 17) is because the junior and senior categories contain a mixture of BOTHs, MONLYs, and men and women.

Survey items previously presented in the Trend Analysis section of this chapter are well represented in Tables 15 through 18. Most notably, survey items classified as social, cohesion, and comfort/privacy issues (see Tables 5 through 7) have the largest opinion difference by demographic grouping as well. Among the 1999 Navy officer sample, three demographic variables were observed to contain frequent, statistically significant differences in opinion. These are degree of contact with homosexuals, gender, and rank.

2. Differences in Opinion among Marine Corps Officers

As with their Navy peers, Marine officers who demonstrated greater acceptance of gays in the military had significantly different opinions than did those who were less tolerant. Table 19 reports information for Marine

officers similar to that as is shown in Table 14 for Navy officers.

Table 19. Differences among Marine Corps Officers: Significant Demographic Chi-Square Tests, 1999 Survey

Demographic Groups Compared	P-values at Given Significance Level		
	$\alpha = 0.01$	$\alpha = 0.05$	Total
Question 35: Agree vs. Disagree	7	9	16
Rank: Junior vs. Senior	6	5	11
Question 44: No vs. Unsure	2	3	5
Question 44: Yes vs. No	2	2	4
Warfare Community: Aviation vs. Combat Support	0	3	3
Warfare Community: Combat Arms vs. Aviation	0	3	3
Years of Service: over 15 vs. 6-9 years	0	3	3
Question 44: No vs. Unsure	0	3	3
Education Level: College vs. Master's	0	2	2

Notes: Power ≥ 0.5 ($\beta = .05$) for all tests. Sample sizes vary.

Note that statistical power is a function of sample size. Since the same cut-off power level (0.50) was kept from the Navy sample, and since there were only 74 Marine officer respondents, fewer significant chi-square tests were expected. Also, only three Marine respondents reported that they knew a gay service member. Therefore, the combination cross-tabulation of responses to questions 44 and 45 was not included in the analysis for the Marine officers.

The most frequent statistically significant difference of opinion within the Marine officer sample was found

between the junior and senior officers. Note that captains (O-3) and majors (O-4) comprised the entire Marine sample, and, as with the Navy junior/senior officers, the difference between the ranks of Marine captain and major involves a tenuring decision. The senior group, those who decided to stay in the Marine Corps and be promoted to major, is most likely somewhat more homogeneous than is the younger group.

The results show that junior and senior Marine officers disagreed on 11 survey items. This was expected since the junior and senior Navy officers also had very different opinions on a number of questions. Curiously, Marine officer attitudes do not appear to be affected as strongly as those of Navy officers with respect to having a gay acquaintance. For the Marine officers, the survey's measure of item 44 did not support the hypothesis that knowing a gay person tends to be the strongest influence on a person's overall attitude toward gays. The Marine officers who reported that they did not know a homosexual disagreed with those who were unsure about knowing a homosexual on five survey items. The officers who have a gay acquaintance disagreed on four out of 42 chi-square comparisons with those who claimed not to have a gay friend or family member. Further, as with their Navy counterparts, Marine officers

did not differ much in their views toward gays with respect to warfare community.

Table 20 presents the largest bivariate differences of opinion between the junior and senior Marine officer respondents. The observed responses of the younger officers (O-3) demonstrate more tolerant attitudes toward homosexuals as well comfort in their presence.

**Table 20. Differences among Marine Corps Officers:
Survey Items with the Largest Difference of Opinion
According to Rank, 1999 Survey**

Question	Percent Who Agreed or Strongly Agreed		Percent Difference
	Junior ^a (n = 33)	Senior ^b (n = 41)	
1. Open acceptance of gays in the military sends the wrong message to society	64	90	-26
8. No difficulty working for homosexual CO	41	15	26
11. Allowing gays in the Navy will erode good order and discipline	72	95	-23
24. An officer's sexual preference has no effect on leadership ability	48	19	29
26. Homosexuals should not be restricted from serving in Navy	30	8	22
32. No difficulty obeying order to work with a homosexual on dangerous job	57	34	23
34. Homosexuals could pose a health risk to the Navy	54	83	-29
43. Homosexuals in my unit would interfere with mission accomplishment	60	93	-33

Note: Chi-square p-values $\leq .05$ for 1999 Marine Corps sample Junior vs. Senior officers response frequencies; power $\geq .50$ (beta = .05).

^a Officers in pay grades O-3 and below.

^b Officers in pay grades O-4 and above.

Over half of the younger Marine officers checked "agree" or "strongly agree" for item 32, "No difficulty obeying order to work with a homosexual on dangerous job," while only 34 percent of the older officers agreed with that statement. Ninety percent of the senior officers believed

that open acceptance of gays in the military sends the wrong message to the rest of society. Although a majority of the junior officers felt the same way as the seniors, a 26 percentage-point difference of opinion was found between the two groups. The largest difference of opinion between the junior and senior Marine Corps officers (33 percentage points) was observed on item 43, which asks about how mission accomplishment would be affected if homosexuals were allowed to serve openly. Although the respondents were anonymous, a Marine officer most likely provided the following written comment:

We need to focus on killing the enemy, taking ground, destroying his morale, and winning. Get rid of anything that detracts from that—including homosexuals. Our downward spiral of decreasing combat readiness in an effort to provide for "equal opportunity" will send Marines to their graves in the next shooting war.

Table 21 presents the largest differences of opinion for the Marine officer respondents on the basis of knowing, not knowing, or being unsure about knowing a homosexual. Of the Marine officers who knew a homosexual, less than 40 percent believed that homosexual orientation can be changed by will (question 4). A strong majority (73 percent) of those who did not have a gay friend or relative agreed with question 4. This suggests that Marines who know homosexuals

are more likely to believe that gays are born that way rather than that homosexuality is a condition that can be changed by will. Interestingly, the Marines who reported that they were unsure about knowing a homosexual provided widely ranging responses. Only 23 percent of the "unsures" did not want a gay neighbor—which was the most tolerant response for that question; however, 38 percent of these same respondents felt that civilian gays were of no consequence to them. In other words, 62 percent of the "unsures" felt that civilian homosexuals were of consequence to them.

Table 21. Differences among Marine Corps Officers: Survey Items with the Largest Difference of Opinion According to Varying Degrees of Homosexual Acquaintance, 1999 Survey

Question	Question 44. Gay Friend or Relative		
	Yes (n = 31)	No (n = 30)	Unsure (n = 13)
4. Homosexual orientation can be changed by will	37	73 ^a	31 ^b
28. Civilian homosexuals no consequence to me	71 ^a	67	38 ^b
29. Would not want a gay person as a neighbor	45	57 ^a	23 ^b
30. Socializing in "gay bars" is sexual misconduct	45 ^a	50 ^a	8 ^b

^{a,b} Chi-square p-value $\leq .05$; power $\geq .50$ (beta = .05).

D. SUMMARY

This chapter presents three major comparisons of opinion. First, the 20-year opinion trend of the American public was compared with that of NPS Naval officers between 1994, 1996, and 1999. For both populations, the passage of time has witnessed growing tolerance and acceptance of homosexuality in terms of equal rights and military service. In general, Naval officers' opinions about gays are less tolerant than those of the society they represent. Opinions are more uncertain—among both the general population and military officers—regarding the nature of homosexuality. Over time, however, proportionately more persons in both populations appear to believe that gay people are born that way.

The second analysis in this chapter focuses on comparing the bivariate results from the three surveys conducted at NPS. The observed frequencies of response on 37 original survey items were judged to be either significantly different or not based upon chi-square hypothesis tests. The trended questions (those with significant opinion change) were categorized into the following broad categories: social issues, cohesion, trust, comfort, and policy understanding. Generally, Navy officers

are becoming more tolerant of serving with gays and more comfortable in their presence. The most significant factor for the change in Navy officer attitudes probably relates to personal contact with homosexuals; and this is likely true both in society and in the military.

A majority of Navy officers (56 percent) in 1999 still do not like the DADT policy. Additionally, based on findings in the policy understanding category, Navy officers believe that they have a much better grasp of the difference between sexual "conduct" and "orientation," two key concepts in understanding how to apply the DADT policy. Yet, over the six-year observation period, Navy officers have tended to be increasingly incorrect with respect to an officer's responsibilities in executing DADT. Navy officers seem to be less and less likely over time to pursue a case under DADT based upon rumor or reports about a service member's activities during off-duty hours.

As part of the second analysis, responses on the 1999 survey provided by NPS Marine officers were also compared with those of Navy officers. Generally, Marine officers were found to be relatively less tolerant than Navy officers. On social issues and comfort, Marine responses in 1999 were on par with those of Navy officers in 1994. On

cohesion and trust issues, Marine officers' tolerance level was the lowest of all groups surveyed at NPS during the six-year observation period.

As previously discussed, and among the groupings of questions that have shown very little opinion change, were questions dealing with the nature of homosexuality. The responses from both Navy and Marine officers show a high degree of uncertainty as to whether gays are born that way, whether gays become that way due to their environment, whether gays are rebelling against God's law, or whether homosexuality is curable.

The last bivariate response comparison examined differences within the 1999 Navy and Marine Corps samples. Among Navy officers, opinion differences were found to vary most by degrees of contact with a homosexual and by gender. Navy officers who had a gay friend and who also knew a gay service member, and women, in general, were much more tolerant and comfortable around homosexuals. Additionally, a growing attitude gap was observed among Navy officers according to gender. Over the six-year period, Navy women have become more tolerant at a faster rate than have Navy men. The same type of growing gap may also be increasing

between Navy respondents who reported having a homosexual friend or relative and those who did not.

The most disagreement among Marine officers occurred on eleven survey items between junior and senior respondents. When similarly split into junior (pay grades O-3 and below) and senior (pay grades O-4 and above) categories, Navy officers disagreed significantly on ten survey items. For both the Navy and Marine samples, junior officers were more likely than senior officers to indicate greater tolerance of gays in general or in the military, and they felt more comfortable in the presence of homosexuals.

Based on the results of the third comparison presented in this chapter, junior-ranking Navy women who have both a gay friend and who reported knowing a gay service member were found to be the most tolerant group of Naval officers at NPS. Senior Marine officers without a gay friend were least tolerant of gays and least comfortable in their presence.

Large disparities in opinion, such as those observed within the NPS sample, may be cause for concern. Policy interpretation and execution are issues being addressed at

senior levels within DoD.⁸⁸ Disparities in opinion may contribute to inconsistent implementation of the DADT directive.⁸⁹

⁸⁸ Garamone, "DoD Clarifies 'Don't Ask, Don't Tell' Policy."

⁸⁹ Sarbin, "Deconstruction of Stereotypes," 192.

V. MULTIPLE REGRESSION RESULTS

The study analyzed how Navy officers' perceptions concerning gays in the military have changed, and compared Marine Corps officer opinions with those of Navy officers to understand how the two groups may differ on the issue of gays in the military. Thus far, using written survey responses collected in 1994, 1996, and 1999, the analysis has examined data in a bivariate (Agree/Disagree) manner. Although the results are interesting and the knowledge obtained useful, the 4-point likert scale on survey items provides the opportunity for richer study through multivariate analysis.

The multivariate analysis applied here required three steps. The first step, for the purposes of model parsimony, was to reduce the number of variables contained in the survey to a manageable number of measures—each with meaning. Principal components and exploratory factor analysis were used in the first step. The next step—using the newly created factors, data collected through the literature review, and results from the previous chapter—was to formulate a model that explains attitudes regarding gays in

the military. Finally, ordinary least squares (OLS) regression analysis was performed on the specified models.

A. PRINCIPAL COMPONENTS AND EXPLORATORY FACTOR ANALYSIS

Originally, this study conducted an exploratory factor analysis to observe how the factors loaded differently for the Navy and Marine Corps officer samples, and there was no intent to further this statistical technique. This was in keeping with the primary research question.

So as not to limit the analysis, the researcher decided to let the data "talk" for themselves. A pre-existing data structure was only partly assumed. Previous factor analytic studies about heterosexuals' attitudes toward gays revealed a strong condemnation-tolerance factor that accounted for a large portion of the variance.⁹⁰ A number of survey items ask about similar issues.

In the previous chapter, survey items are grouped into the following similar categories: social issues, cohesion and trust, comfort and privacy, policy understanding and execution, and the nature of homosexuality. Prior to the exploratory factor analysis, it was expected that some of

⁹⁰ Herek, "Factor-Analytic Study," 44.

these grouped variables would be highly correlated enough with one another to form a factor.

Responses to the 45-item survey were subjected to an exploratory factor analysis using squared multiple correlations as prior communality estimates. The principal factor method was used to extract the factors, and this was followed by an oblique⁹¹ rotation to identify the latent dimensions represented by 42 of the survey items.⁹² To best capture consistent underlying factors across gender and service, all 300 officer responses were used for the factor analysis. Due to missing values throughout the data set, however, only 278 records were processed through the factor analysis.

Four factors with eigenvalues greater than one were extracted. Since the items loading on the factors were not logically coherent, a step-wise series of further factor analysis gradually parsed the survey items. The most

⁹¹ As recommended in Herek, "Factor-Analytic Study," 41.

⁹² Survey items 35, 44, and 45 were omitted from the factor analysis. Question 35 was omitted because it answers a definite question regarding a respondent's tolerance. Questions 44 and 45 were omitted first because they are scaled differently from the rest, and also because they were used to construct explanatory variables in the OLS regression.

coherent model was found to be one with 3 factors. This solution was visually corroborated by a scree plot.

Table 22 presents survey items and corresponding factor loadings. In interpreting the rotated factor pattern, an item was said to load on a given factor if the factor loading was .45 or greater for that factor, and was less than .45 for the other factors. This cut-off loading was arbitrarily selected to ensure a greater degree of confidence in the factor loadings. Using these criteria, three items were found to load on the first factor, which was subsequently named the Nature-Nurture factor. Four items loaded on the second factor, which was labeled Policy Interpretation and Execution. Finally, three items loaded on the last factor, which was named Policy Approval. The three factors accounted for 63, 21, and 17 percent of the total variance, respectively.

Table 22. Survey Items and Corresponding Factor Loadings from Rotated Factor Structure Matrix (n = 278)

Factor Name and Composite Survey Items	Factor Loadings ^a			
	1	2	3	Communality
Nature-Nurture				
4. Homosexual orientation can be changed by will	.88	.41	.29	0.78
3. Homosexuals are probably not born that way ^b	.72	.24	.32	0.53
12. Homosexuality is medical anomaly that can be changed with treatment	.68	.47	.17	0.52
Policy Interpretation and Execution				
30. Socializing in "gay bars" is sexual misconduct	.33	.76	.34	0.58
13. Tells superior he has homosexual orientation - equivalent to misconduct	.27	.68	.25	0.46
22. Marching in "Gay Parades" demonstrates homosexual orientation	.28	.51	.15	0.27
10. Report of holding hands in a movie theater; my responsibility to investigate	.22	.45	.24	0.21
Policy Approval				
37. Like the current policy less than the old policy ^b	.32	.44	.82	0.69
20. Current policy is not good for national defense ^b	.16	.17	.59	0.35
38. My Attitude toward gays is not more tolerant since policy was adopted ^b	.20	.21	.56	0.32
Variance explained by each factor	2.24	2.21	1.82	4.70

^a Extraction of factors by principal iterated factors with oblique rotation.

^b These questions were reverse-scaled for factor loading consistency.

It is important to note and understand the factor meanings and directional scaling. In both the Nature-Nurture and Policy Approval factors, certain survey items were reverse-scaled to maintain consistency. In this way,

all of the items in each factor would load in the same direction. For instance, in the Nature-Nurture factor, respondents who agreed with questions 4 and 12 tended to disagree with question 3. Therefore, question 3 was reverse-scaled. Had question 3 not been reverse-scaled, the loading on Factor 1 would have been $-.72$, and responses to this item would have detracted from the overall factor score instead of contributing to the score. Survey items for the Policy Approval factor were reverse-scaled to maintain a positive overall rotated factor matrix. This conveniently forces the factors to have the same positive correlation with each other.

Cronbach's Alpha was used to confirm the strength of the intra-factor relationships and hence the reliability of the factors. Table 23 presents the alpha correlation coefficient and inter-factor correlations. Values of $.70$ and higher are a widely-used rule of thumb to assess multiple-item scale reliability. However, values as low as $.60$ have been used with success.⁹³ For all three factors, alpha values are $.68$ and higher. As mentioned above, all Naval officer responses were used for this portion of the

⁹³ Hatcher, *Step-by-Step Approach to Factor Analysis*, 137.

analysis, without regard for service or gender. Because there is such a broad and diverse range of opinions within the sample respondents, factors optimally scaled for the aggregated sample may not be the best scale when broken out by gender or by service. Given this limitation, it is quite good to find that the three extracted factors have alpha scores above .68. Aggregating the 300 responses ensures comparability and across-model factor scoring consistency for the OLS regression analysis to follow.

Table 23. Cronbach's Alpha Coefficient and Factor Intercorrelations (n = 278)

Factor Name	Nature-Nurture	Policy Approval	Policy Interpretation and Execution
Nature-Nurture	.80*		
Policy Approval	.40	.69*	
Policy Interpretation and Execution	.54	.50	.68*

* Alpha Coefficients.

As seen in Table 23, the Nature-Nurture factor has the highest score of .80. This means that questions 3, 4, and 12 are highly correlated; and, in relation to the other two factors, Nature-Nurture has the best probability of

measuring the same latent factor. Because of the oblique rotation technique, the factors are correlated with each other. The oblique rotation assumes that the way a person feels about how gay people are born (Nature-Nurture) affects whether or not they like the DADT policy (Policy Approval) and also how they tend to interpret the policy. During OLS regression, this correlation will exacerbate problems with multicollinearity among the independent variables. (This problem is addressed below.)

Additional survey items *should* have loaded on the Nature-Nurture factor, but did not. These are questions 21 and 31. Both questions asked about the nature of heterosexuality versus homosexuality. Logically, it makes sense that respondents would answer all of these questions consistently. The fact that they did not, however, underscores how question order and wording can affect responses.

As mentioned above, the initial eigenvalue pattern suggested retaining four factors. As expected, there were, in fact, a great number of highly correlated questions that were eliminated from the exploratory factor analysis. These factors all related to rights and social issues (questions 1, 26, and 33), military readiness concerns (questions 11,

24, and 43), and comfort and privacy (questions 2, 8, 18, 23, 29, 32, 34, 39, 42). The researcher hoped that these questions would load in a meaningful manner during a separate factor analysis run with an oblique rotation. Nevertheless, according to the factor analysis results, these questions do not appear to be measuring separate underlying constructs. Therefore, these questions were optimally scaled using the principal components (no rotation).

Table 24 presents the Condemnation-Tolerance factor loadings from the factor structure (non-rotated) matrix. The questions were broken down into similar categories as in the previous chapter.

**Table 24. Condemnation-Tolerance Principal Component Survey
Items and Corresponding Principal Loadings from Factor
Structure Matrix (n = 278)**

Sub-Component and Composite Survey Items	Loadings ^a
Military Readiness Concerns	
43. Homosexuals in my unit would not interfere with mission accomplishment ^b	0.84
11. Allowing gays in the Navy will not cause the downfall of good order and discipline ^b	0.84
24. An officer's sexual preference has no effect on leadership ability	0.79
Rights and Social Issues	
26. Homosexuals should not be restricted from serving in Navy	0.76
1. Open acceptance of gays in the military does not send the wrong message to society ^b	0.76
33. Homosexuals and heterosexuals should have equal rights	0.67
Comfort and Privacy	
2. Having homosexuals in my command is O.K. ^b	0.87
8. I would have no difficulty working for a homosexual CO	0.80
42. If homosexuals were allowed to serve openly - I would not get out ^b	0.77
32. No difficulty obeying order to work with a homosexual on dangerous assignment	0.75
34. Homosexuals pose no health risk to the Navy ^b	0.72
23. I feel comfortable in the presence of homosexuals; I have no difficulty interacting ^b	0.66
29. No problem with a gay person as a neighbor ^b	0.62
18. Heterosexuals aboard ships not at greater risk of having privacy invaded ^b	0.61
39. Policy does not encourage homosexuals to make unwanted sexual advances ^b	0.54

^a Extraction of factors by principal iterated factors only.

^b These questions were reverse-scaled for factor loading consistency.

Similar to the extracted factors, some of the survey items used were reverse-scaled for correlation consistency. The most highly correlated item in the Military Readiness Concerns sub-component is question 43. Officers who scored very high on this sub-component measure tend to believe that the presence of openly gay service members would drastically affect mission accomplishment, good order, discipline, and leadership ability. The Rights and Social Issues sub-component comprises questions of a general nature, such as broad equal rights and social opinion. The higher an officer scored on this component, the more the officer tended to believe that gays should not have equality, and that gays serving openly in the military is a poor example for society to follow. Further, individuals with higher composite scores in the Comfort and Privacy component tended to be uneasy in the presence of homosexuals.⁹⁴

Table 25 presents average principal component and factor scores for Navy women, junior and senior Navy men,

⁹⁴ One of the limitations of this study is that all homosexuals are grouped together into one classification. Prior research has shown that male and female heterosexuals respond much differently to questions framed by gender. For instance, men might respond differently to all three of the following statements: I feel uncomfortable around gay men; I feel uncomfortable around lesbians; I feel uncomfortable around homosexuals. See Herek and Capitano, "How Heterosexuals Think About Lesbians and Gay Men," 348; Herek, "Factor-Analytic Study," 45.

and junior and senior Marine Corps men. Respondents who scored low on the Condemnation-Tolerance component or the three factors tended to agree with the composite statements (as stated in Tables 22 and 24, not necessarily as worded on the survey).

Table 25. Average Principal Component and Factor Scores by Service, Gender, and Rank

Component or Factor Name	Navy			Marine Corps Males		All Respondents	
	Female	Males		Junior	Senior	Min	Max
		Junior	Senior				
Component Condemnation- Tolerance	-0.95	-0.11	0.14	0.17	0.68	-2.05	1.62
Factor Nature-Nurture	0.57	-0.04	-0.05	-0.13	-0.14	-1.86	1.76
Policy Approval	0.45	0.12	-0.11	-0.07	-0.49	-1.66	2.10
Policy Interpretation	0.46	0.12	-0.20	-0.14	-0.53	-2.56	1.82

Results from Chapter IV suggested that opinions differ greatly according to service, gender, and level of seniority. Navy women have the lowest average score for the Condemnation-Tolerance component, and they have the highest average scores on all three factors. Therefore, on average, Navy women are the most tolerant regarding gays in the military, likely to believe that gays are born gay, more enthusiastic about the DADT policy, and less likely to

pursue reports of rumored homosexual activity. In Table 25, from right to left, the average scores (opinions) gradually shift from more to less tolerance toward homosexuals in the military.

B. MODEL SPECIFICATION

OLS Regression uses a mix of explanatory variables to predict the outcome of the dependent variable. The dependent variable for this study is the Tolerance-Condemnation principal component. This component is a continuous measure of respondents' feelings about such issues as the impact on military effectiveness of gays serving openly, whether or not gays should be treated equally, and one's comfort level around homosexuals. The equation is estimated using ordinary least squares, the objective of which is to find a line that minimizes the sum of the squared error terms of the regression model.

Once the OLS model has been estimated, the coefficients can be interpreted as the impact on the Condemnation-Tolerance component of a one-unit change in a particular explanatory variable, holding all other explanatory variables constant. This approach provides a measure of the impact of a change in an explanatory variable on the probability of a referent individual having a tolerant

opinion regarding homosexuality and gays serving openly in the military. Explanatory variables for the regression models were chosen based upon prior research, results from the previous chapter, and upon availability.

While formulating the models, three main criteria had to be met. Most importantly, the models had to be the same for all categories tested, so the OLS parameter estimates would be comparable. Second, as much as possible, the models should keep multicollinearity to a minimum. Third, it was decided to specify simple models to see where future research should concentrate.

A very simple model was chosen that met all three criteria. The dependent variable was the Tolerance-Condemnation factor. The three factors from the oblique rotation, a series of gay acquaintance variables, and education level are included to explain the dependent variable. The basic model is described as follows:

$$\text{Condemnation-Tolerance}_e = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_{4,5,6} X_{4,5,6} + \beta_7 X_7 + \varepsilon, \text{ where}$$

X_1 = Nature-Nurture Factor

X_2 = Policy Approval Factor

X_3 = Policy Interpretation/Execution Factor

X_{4,5,6} = Gay Acquaintance Variables

X₇ = Current Education Level

Thus, Nature-Nurture, Policy Approval, and Policy Interpretation opinions, as well as the degree of homosexual acquaintance and education level, are hypothesized to affect the respondent's level of Condemnation-Tolerance. In all, nine separate models were specified.

Table 26 presents all of the independent variables used to explain change in the Condemnation-Tolerance dependent variable.

Table 26. Condemnation-Tolerance Model Explanatory Variables, Definitions, and Expected Signs

Variable Name	Description	Type	Expected Sign
Factors			
NATURE	Nature-Nurture	Continuous	-
P_LIKE	Policy Approval	Continuous	-
P_INTER	Policy Interpretation	Continuous	-
Dummies			
FONLY ^a	Has a gay friend or relative, but does not know a gay service member	Dichotomous	-
BOTH ^b	Has a gay friend, and knows a gay service member	Dichotomous	-
MONLY ^c	Knows only a gay service member	Dichotomous	+
EDUC	Master's degree	Dichotomous	-

^a FONLY was used in all models.

^b BOTH was only used in Navy officer models.

^c MONLY was used only in Junior Male Navy officer model.

The three factors obtained by oblique rotation were selected for the model for three reasons. First, they all have alpha coefficients of .68 and higher. Therefore, they are all strong measures of an underlying construct. Second, they all make sense. Respondents' views on the origins of homosexuality, degree of policy approval, and policy interpretation should be correlated with an overall tolerance level regarding gays in the military. Lastly, these variables were chosen out of convenience and availability.

A number of gay acquaintance dummy variables were also included in the model. They were structured as dichotomous and assigned a value of "one" when the defined condition was true. The variables were assigned based upon respondents' answers to survey items 44 (Has Gay Friend or Relative) and 45 (Knows Gay Service Member). FONLY was assigned to respondents who claimed only to have a gay friend or relative (yes on Q44; no/unsure on Q45). BOTH was assigned to respondents who claimed to know both a gay friend or relative and a gay service member (yes on both Q44 and Q45). MONLY was assigned to respondents who only knew a gay service member (no/unsure on Q44; yes on Q45). The "gay acquaintance dummies" were structured this way to capture

the different impact varying degrees of gay acquaintance or contact has on the dependent variable. According to the contact hypothesis, the different degrees of contact should have an effect. The expected signs for these variables were expected to be negative for FONLY and BOTH, and positive for MONLY. Respondents who did not have any gay acquaintances were classified as NONE, and were the omitted category in all models.

Use of the gay acquaintance variables warrant further discussion. Due to insufficient data, the FONLY, BOTH, and MONLY variables were not used in all of the regression models. Table 27 presents the percentage of officers who were assigned the four distinct categories of gay acquaintance.

**Table 27. Varying Degrees of Homosexual Acquaintance
(Percent) by Service, Gender, and Seniority**

Degree of Acquaintance	Navy			Marine Corps Males	
	Female (n = 32)	Male		Junior (n = 31)	Senior (n = 41)
		Junior (n = 125)	Senior (n = 56)		
BOTH	41	11	7	0	2
FONLY	25	32	36	36	47
NONE	31	49	52	61	49
MONLY	3	8	5	3	2

The Friend Only (X_4) model included all Navy and Marine officers who only reported having a gay friend or relative. The BOTH (X_5) model added to the Friend Only model all respondents categorized as BOTH. Only the Navy male and female officers were used in regression models containing the BOTH dummy variable. Since only three out of the 72 male Marine officer respondents indicated that they knew a gay service member, Marines were eliminated from the BOTH and MONLY models due to insufficient data. The MONLY (X_6) model was specified for the junior Navy men. Since this group comprised the majority of the survey responses, there were enough FONLY, BOTH, and MONLY respondents to include them all in a single model. For the same reasons, Marines were eliminated from the BOTH model; and Navy female and senior male officers were removed from the MONLY portion of the analysis since only 3 and 5 percent of the Navy women and senior men, respectively, were classified as MONLY.

Finally, EDUC was assigned a value of one for all respondents who reported already having a Master's degree when completing the survey. Officers with a Bachelor's degree were the omitted category. Past research has demonstrated that increased education is linked with

increased tolerance toward homosexuals.⁹⁵ Therefore, the expected sign for this dummy variable was negative.

Some demographic variables, such as respondent's race and military community, were collected to be used in this multivariate analysis. However, race and community subsample sizes were generally not large enough to include in the regression models. For example, there were only 7 non-Caucasian Marine officer respondents. Since models must be identical for the regression coefficients to be comparable, it was not possible to specify race dummy variables due to lack of data for the Marines. This is a weakness in this study because, attitudes toward homosexuals have been found to differ according to race.⁹⁶ There are probably differences in attitudes by military community as well.

Since the sample sizes in this study are relatively small, multicollinearity is a greater concern than for larger sample sizes, and should be kept to a minimum. Although multicollinearity does not bias the estimated regression coefficients, it can undermine the statistical integrity of the model as it becomes very difficult to

⁹⁵ Herek and Glunt, "Interpersonal Contact," 242.

⁹⁶ Ibid., 242.

distinguish the effects of one explanatory variable from another. High correlation coefficients ($r > 0.8$) or high variance inflation factors ($VIF > 2.0$) would indicate that multicollinearity is a potential problem. To keep multicollinearity low, the researcher decided not to use any interaction terms in the models. The varying degrees of gay acquaintance interacted with the three oblique factors are likely to have a significant combined impact on the Condemnation-Tolerance principal component; however, the interaction terms would cause unacceptably high VIFs.

C. REGRESSION RESULTS

Analyses in Chapter IV suggest that Navy and Marine Corps officers in the NPS survey samples have very different opinions regarding gays in the military. Similarly, within the Navy, opinions among men differ significantly from those of women. Therefore, chow-tests, which test the hypothesis that all parameter estimates are equal, were performed to determine if pooling the samples was warranted. The chow test on the Friend Only model was rejected ($F(5,207) = 3.04$, $p < .02$) with regard to service. The chow test on the Both model was also rejected ($F(6,170) = 3.28$, $p < .005$) with regard to Navy gender. Chow tests for both the Navy and

Marine Corps men sub-samples by seniority could not be rejected. For the purposes of model simplicity and reducing multicollinearity, however, the researcher decided to model the junior and senior men separately for both Navy and Marine Corps officer respondents.

For the purpose of discussion, Tables 28 through 30 present the results of the FONLY, BOTH and MONLY regression models.⁹⁷ Most parameter estimates have the hypothesized signs. The education dummy variable is positive, instead of negative, for all models; however, it is not significant in any of the models. In general, the parameter estimates with signs that differ from what was hypothesized are not significant and their magnitudes are small. Multicollinearity is present, especially in the models for women. However, the VIFs are below 2.5 for all models.

The Policy Interpretation factor is significant across all models. For Navy women, it is the only significant explanatory variable, and it had a very large impact on the dependent variable. However, for the senior Marines, the impact is much smaller. The Nature-Nurture and Policy Approval factors are significant only for the junior Navy

⁹⁷ Detailed regression results are presented in Appendix H.

men and senior Marines, which means that stronger opinions regarding the genetic origin of someone's sexuality were only a significant factor for these service members.

The model intercept is significant for both the Navy and Marine Corps senior men. As expected, the magnitude of the intercept is quite different for these samples, and the fact that it is also significant could be evidence of the "homogenization process," as officers get selected out of the service (passed over for promotion) or self-select into positions of increased authority (decide to continue in military service).

Having a gay friend or relative (FONLY) is significant only for the senior Navy men and junior Marine officers. It has a large impact on the respondent's tolerance level--especially for the junior Marines. The Navy women and senior Marine officers appear unaffected by changes in the FONLY-type of gay acquaintance; the parameter estimates are close to zero in both cases.

Table 28. OLS Regression Results: Naval Officer Respondents with a Gay Friend Only (FONLY) Model

Dependent Variable: Condemnation-Tolerance	Navy			Marine Corps	
	Female (n = 17)	Male		Junior (n = 28)	Senior (n = 36)
		Junior (n = 93)	Senior (n = 44)		
Adjusted R-square	.63	.51	.64	.62	.48
Parameter Estimates					
Intercept	-0.475	0.042	0.202 [*]	0.262	0.377 ^{***}
Factor					
Nature-Nurture	-0.245	-0.179 ^{**}	-0.126	0.006	-0.192 ^{**}
Policy Approval	0.083	-0.308 ^{***}	-0.018	-0.219	-0.230 ^{**}
Policy Interpretation	-0.774 ^{**}	-0.416 ^{***}	-0.568 ^{***}	-0.822 ^{***}	-0.197 [*]
Gay Acquaintance^a					
Friend Only	-0.089	-0.190	-0.321 [*]	-0.616 ^{**}	0.032
Education^b					
Master's Degree	0.217	0.119	0.110	0.000	0.140

^{*} $p < .1$; ^{**} $p < .05$; ^{***} $p < .01$.

^a Omitted Category: Officers with no gay acquaintances.

^b Omitted Category: Officers without a Master's degree.

Table 29 presents the results for the Navy officers using the FONLY and BOTH gay acquaintance variables. As discussed earlier, due to insufficient observed data, the Marine respondents were excluded from the models with the BOTH and MONLY gay acquaintance variables.

For Navy men, having both a gay friend or relative and knowing a gay service member is a significant and strong influence on the Condemnation-Tolerance component. It appears that the BOTH variable is key to changing the

attitude of service members toward greater tolerance.⁹⁸ Once again, the female tolerance level is not significantly affected by changes in the gay acquaintance variables. Moreover, all three factors significantly affect the level of tolerance for junior Navy men.

Table 29. OLS Regression Results: Navy Officer Respondents with a Gay Friend Only (FONLY) and Respondents with Both a Gay Friend and Gay Military Acquaintance (BOTH) Model

Dependent Variable: Condemnation-Tolerance	Navy		
	Female (n = 30)	Male	
		Junior (n = 105)	Senior (n = 48)
Adjusted R-square	.68	.56	.67
Parameter Estimates			
Intercept	-0.442 [*]	0.034	0.192
Factor			
Nature-Nurture	-0.270	-0.220 ^{***}	-0.102
Policy Approval	0.205	-0.279 ^{***}	-0.073
Policy Interpretation	-0.777 ^{***}	-0.397 ^{***}	-0.563 ^{***}
Gay Acquaintance^a			
Friend Only	-0.137	-0.193	-0.302 [*]
Both Friend and Military	-0.133	-0.681 ^{***}	-0.973 ^{***}
Education^b			
Master's Degree	0.104	0.126	0.084

^{*} $p < .1$; ^{**} $p < .05$; ^{***} $p < .01$.

^a Omitted Category: Officers with no gay acquaintances.

^b Omitted Category: Officers without a Master's degree.

⁹⁸ Herek and Glunt, "Interpersonal Contact," 242. As tempting as it may be, they note that contact with homosexuals does not necessarily cause heterosexuals to adopt more favorable attitudes toward gays in general. Rather, the relationship between contact and attitude is most likely reciprocal—people who tend to hold more favorable attitudes toward gays are also those who are more likely to come into contact with gays.

The model with the MONLY gay acquaintance dummy variable was estimated for the junior Navy men only, and the results are presented in Table 30. Here, FONLY has a significant impact on the dependent variable, and the BOTH variable maintained a significant and large impact. The BOTH variable's magnitude in the Military Only model is similar to that in the Both model. The MONLY variable has the hypothesized sign, and it is also significant. Therefore, the junior Navy male respondents who *only* know a gay service member are more likely to be *less* tolerant than those who do not know any homosexuals at all.

Table 30. OLS Regression Results: Junior Navy Men Respondents with a Gay Friend Only (FONLY), Respondents with Both a Gay Friend and Gay Military Acquaintance (BOTH), and Respondents with a Gay Military Acquaintance Only (MONLY) Model

Dependent Variable: Condemnation-Tolerance	Junior Navy Males (n = 114)
Adjusted R-square	.56
Parameter Estimates	
Intercept	0.028
Factor	
Nature-Nurture	-0.215***
Policy Approval	-0.316***
Policy Interpretation	-0.331***
Gay Acquaintance^a	
Friend Only	-0.220*
Both Friend and Military	-0.695***
Military Only	0.377*
Education^b	
Master's Degree	0.204

* $p < .1$; ** $p < .05$; *** $p < .01$.

^a Omitted Category: Officers with no gay acquaintances.

^b Omitted Category: Officers without a Master's degree.

The three oblique factors are significant for the junior Navy respondents across all three specified models. This may be because the junior Navy men make up the majority of the NPS officer sample. Therefore, the factors extracted during the factor analysis measure best their attitudes regarding Nature-Nurture, Policy Approval, and Policy Interpretation.

D. SUMMARY

This chapter examines empirically the different variables that affect the Condemnation-Tolerance principal component by service, seniority, and gender. The analysis supports the hypothesis regarding prejudice toward a minority group, previous research regarding attitudes toward homosexuals, as well as findings from the previous chapter.

The policy interpretation factor is said to be "robust," because it had a significant effect on the dependent variable across all nine regression models. Officers who tend to ignore reports of homosexual activity are more likely to have more tolerant attitudes toward homosexuals. Actually, this makes sense. Persons with more of a "live and let live" attitude are surely bound to have a more *laissez faire* approach toward the lifestyle of others.

By coming into contact with homosexuals—whether by blood relation, through social friendship, or by professional interaction—Naval officers behave in a manner consistent with the contact hypothesis. Thus, it appears that personal contact with gay persons has a significant impact on service members' attitudes toward homosexuals.

The strongest variable in the regression models is the BOTH gay acquaintance variable. BOTH includes respondents

who have a gay friend or relative and who also know a gay service member. These respondents are not necessarily "friends" with a gay service member, but friendship is a possibility based upon the ordering and wording of questions 44 and 45. Officers categorized as BOTH probably have occupational contact (in pursuit of common objectives⁹⁹) with a gay service member. The significant BOTH variable parameter estimates ranged in magnitude from -0.68 to -0.97, which means that persons who have contact with a homosexual are much more likely to be tolerant of gays in the military, comfortable in the presence of homosexuals, and less likely to think that the presence of gays in a unit will affect readiness.

On the other hand, junior Navy officers who *only* know a gay service member (MONLY) are likely to be less tolerant than those who do not know any gays. This is called casual contact, and can actually result in increased prejudice toward a minority group.¹⁰⁰

Gay acquaintance variables had no significant impact for the respondents who, on average, scored closer to the

⁹⁹ Allport, "The Effect of Contact," 276.

¹⁰⁰ Ibid., 263.

extreme ends of the Condemnation-Tolerance principal component. FONLY was not a significant explanatory variable for senior Marine officers or for female Navy officers, and BOTH was not significant for women.

Two reasons may explain why gay acquaintance did not affect the levels of tolerance for these groups. First, Navy women and senior Marine men are a relatively small portion of the entire sample (32 and 41 persons, respectively). Therefore, the Condemnation-Tolerance principal component (as well as the other extracted factors) may not be as good a measure for them as for the junior Navy men. Regression model parameter estimates and standard deviations may not accurately capture the way contact affects tolerance in these samples.

Attitude entrenchment may also help to explain why Navy women and senior Marine men do not follow the pattern of Navy men with regard to gay acquaintance. Differences in the observed degrees of gay acquaintance between Navy women and senior Marine men are very large. Per the data contained in Table 27, 65 percent of the Navy women were in contact with homosexuals (40 percent BOTH; 25 percent FONLY). For senior Marine men, 47 percent were classified as FONLY and 2 percent as BOTH. So different are these

degrees of contact that, perhaps for the senior Marines, the FONLY designation is similar to MONLY for the Navy men. If that is the case, then FONLY contact for some of the Marine males yields a casual (less tolerant) reaction to gays. Perhaps for the women, since they seem to be saturated with homosexual acquaintance, differences in acquaintance no longer affects their already-tolerant attitude toward homosexuals in the military. As a group, the NPS female Navy officers appear to have reached occupational contact ("in pursuit of common objectives") that accompanies favorable attitudes toward all members of an outgroup.

The percentage of respondents who claimed to have a homosexual friend or relative and also know a gay service member differs greatly according to gender and service. Navy women, who are the most tolerant toward gays, are also the group of respondents with the largest percentage of civilian and military homosexual acquaintances. Proportionately, Navy men had less contact with civilian and military homosexuals, and their average tolerance levels were less than those of women. Junior Navy men who only reported knowing a gay service member were significantly more likely to be less tolerant toward gays than were those who reported no homosexual contact at all. Marines reported

the least contact with homosexual service members and, relative to NPS Navy officers, were the least tolerant demographic group. Therefore, in this NPS officer sample, the greatest observed contributor to overall tolerance toward homosexuals in the military is multiple personal and occupational contact with homosexuals.

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VI. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

The primary purpose of this study was to analyze the attitudes of Naval officers toward gays in the military. A 45-item survey was distributed in the latter part of 1999 to Navy and Marine Corps officers at the Naval Postgraduate School (NPS) in Monterey, California. This was the third time the survey had been administered to the NPS Navy students, and the first opportunity for Marine officers at NPS to offer their opinions. The following research questions were formulated and answered:

- Have Navy officers' attitudes and understanding of DoD's "Don't Ask, Don't Tell" policy changed over the six-year observation period (1994, 1996, 1999)? [Chapter IV]
- Are there differences in the attitudes of Naval officers toward gays in the military-by service, gender, rank, community, or other characteristic? [Chapter IV]
- If differences in attitudes are found, what may account for these differences? [Chapter V]

A. SUMMARY

Three main findings emerged from the study: 1) Navy officers at NPS in 1999 appear to be more tolerant than those in 1994 and 1996 regarding the matter of homosexuals serving in the military, and they appear less likely in previous years to pursue reports of homosexual activities; 2) demographic factors, such as military service, gender, and seniority, are related to observed tolerance levels; and 3) Naval officers' contact with homosexuals, as friends, acquaintances, or family members, is similarly related to levels of tolerance found for these officers. These three main findings are discussed below.

First, differences in tolerance toward homosexuals among Navy officers at NPS have changed dramatically during the observation period. In 1994, 74 percent of the Navy respondents indicated that homosexuals would pose a health risk to the Navy (item 34). Less than half of the 1999 respondents agreed with this statement. Also, the 1999 respondents were generally more at ease in the presence of homosexuals (item 23): 36 percent claimed in 1999 that they felt "uncomfortable" around gays; this compares with 58 percent of the respondents in the 1994 survey.

This finding does not necessarily mean that Navy officers at NPS support lifting the ban on gays serving openly in the military. In fact, most officers continue to hold a negative overall opinion regarding homosexuals and feel that the current policy should not be changed. Nonetheless, the apparent trend toward increasing tolerance is important information for policy makers and senior leaders who wish to better understand how much or how rapidly service members' attitudes may be changing. Almost 40 percent of the Navy officers in this study agreed that gays should not be restricted from military service. The magnitude of this figure was surprising to many officers who were later briefed on the results of the survey.

While officers tended to correctly understand the definition of sexual misconduct and orientation, they also appeared less likely to execute their "gate keeper" responsibilities under DADT. The two previous studies concluded that Navy officers attending NPS had a very poor grasp of DADT and their responsibilities under the policy.¹⁰¹ Over the six-year observation period, Navy officers claimed to be increasingly confident in their

¹⁰¹ Cleveland and Ohl, "DADT - Policy Analysis and Interpretation," 77; Friery, "Trends in Navy Officer Attitudes Toward DADT," 51, 66.

ability to distinguish between sexual "misconduct" and "orientation" (survey item 5); in 1999, 86 percent of the Navy officers indicated that they understood this difference. This claim appears to be validated when over three-fourths of the 1999 Navy officers disagreed, correctly, that "Socializing in gay bars is misconduct." However, on another question (item 10), 70 percent disagreed, incorrectly, that admitting homosexuality to a superior constituted sexual misconduct according to DADT.

A second key finding is that opinions differ significantly by demographic grouping. In this case, Marine officers were less tolerant than Navy officers; Navy men were less tolerant than Navy women; and senior officers were less tolerant than junior officers in both services. Except for the difference by service (which is not treated elsewhere), these findings support the large body of research relating to heterosexuals' attitudes toward gays.¹⁰²

On issues regarding military readiness, cohesion, and leadership, the Marine officer respondents in 1999 were

¹⁰² See Cleveland and Ohl, "DADT - Policy Analysis and Interpretation;" Friery, "Trends in Navy Officer Attitudes Toward DADT;" Herek and Glunt, "Interpersonal Contact," 242; Miller, "Fighting for a Just Cause," 84.

generally less tolerant than were Navy officers in the original 1994 survey. On the statement, "Homosexuals in my unit would interfere with mission accomplishment" (item 43), about 34 percentage points separated Marine officers (78 percent) from Navy officers (44 percent) who agreed.

Aside from the differences between the two Naval services, gender was the largest *tangible* demographic variable found to be linked with levels of tolerance. Navy women were the most tolerant group in the officer data set. Three-fourths of the female respondents agreed that "homosexuals should not be restricted from serving anywhere in the Navy" (item 26), compared with one-third of the Navy men. Not only were the observed differences of opinion by gender large within the Navy, but the percentage-point differences from 1994 to 1996 to 1999 have steadily increased. This suggests that the attitudes of female Navy officers are becoming increasingly tolerant *faster* than are those of their male counterparts. Unfortunately, the number of female Marine respondents was too small to analyze gender differences in the Marine Corps sample.

Younger people typically demonstrate greater tolerance toward homosexuals.¹⁰³ Similarly, for all the Naval officers, seniority was a significant factor. Seniority in the military implies two things: increased age and a degree of homogenization due to the promotion selection process. Military leaders who select younger officers for promotion base the selection in part on how much the officer is seen to resemble the model of an ideal leader. It follows, then, that senior military leaders—who generally tend to hold an unfavorable opinion toward gays in the military¹⁰⁴—would most likely promote juniors who hold similar beliefs. At the same time, juniors who believe that their views on gays and other issues are largely dissimilar from those of "the institution" may be more likely to exit from the organization ("select themselves out") at critical points in the career advancement process. Therefore, the combination of age and homogenization (observed together as seniority) was found to be strongly linked with respondents' attitudes toward homosexuals.

¹⁰³ Cleveland and Ohl, "DADT - Policy Analysis and Interpretation," 60-1; Friery, "Trends in Navy Officer Attitudes Toward DADT," 40-1; Sarbin, "Deconstruction of Stereotypes," 192.

¹⁰⁴ Rowan Scarborough, "Military Brass Want Ban to Stay," *Washington Times*, 1 July 1993, 3.

The third finding, contact with homosexuals, addresses the research question of why attitudes differ. Of the observed variables in the data set, the respondents' different degrees of homosexual acquaintance (contact) had the largest impact on tolerance. Navy men (the majority of the survey respondents) who had *both* civilian and military homosexual acquaintances or friends were much more tolerant than those who reported having just a civilian friend or relative or no homosexual acquaintances at all. Respondents who *only* knew a homosexual service member (statistically observed in the sample of junior Navy men) were found to have the lowest levels of tolerance compared with respondents who had other types of acquaintances (including none).

It is no coincidence, therefore, that the most tolerant demographic group, the sample of Navy women on the 1999 survey, also had the highest percentage of *both* civilian and military homosexual acquaintances. Marines were the least tolerant, and, as a sample, knew the fewest homosexual service members. It is also no coincidence that the tolerance levels of NPS Navy officers have apparently increased over the past six years in accordance with the percentage of respondents who claim to have a homosexual

friend or relative. The data suggest that wider contact with homosexuals leads to greater tolerance. This corresponds with similar findings in a number of previous studies, and is generally referred to as the "contact hypothesis."

B. CONCLUSIONS

It should be emphasized that the results of the 1999 survey and its previous iterations are merely indicative of the attitudes of Naval officers at NPS during the given timeframes. These results may not necessarily reflect the attitudes of Naval officers as a whole. The same caveat applies to the regression model parameter estimates presented in Chapter V.

Nevertheless, officers who attend NPS represent the future leaders and strategic decision makers of the Naval services. These officers are carefully selected from among their peers as those who show the most promise for the future and who can apply their graduate education toward building a better military in the years ahead. Currently, over 70 active-duty admirals in the Navy and two Marine Corps generals can be counted among NPS graduates.¹⁰⁵

¹⁰⁵ Data provided by NPS registrar.

Additionally, at least 125 NPS graduates are currently serving as Navy captains and another 15 are Marine Corps colonels.¹⁰⁶ So, the opinions of today's "junior elite"¹⁰⁷ officers at NPS will likely be the opinions of tomorrow's Naval leaders. Consequently, these findings offer a glimpse of the future of the Navy and Marine Corps, and their overall importance should not be minimized.

The six-year time trend and the differences of opinion by demographic group are especially noteworthy. The data suggest that a likely contributor to attitude change is personal contact with a homosexual; and the proportion of Navy officers who know a homosexual has been increasing over time. One can conclude, then, that tolerance toward homosexuals serving openly in the military will continue to increase as more and more Naval officers become acquainted with gays both in society and in the work place.

¹⁰⁶ Data obtained by merging NPS graduate records since 1987 with the Defense Manpower Data Center master active duty file. The NPS registrar claims that reliable data only goes back to 1987. There are probably more officers at the O-6 level currently serving in the Naval Service than 125 Navy captains and 15 Marine colonels.

¹⁰⁷ Feaver and Kohn, *Project on the Gap*.

The data from this study also suggest that differing degrees of personal contact may contribute to a growing "gap" of attitudes toward gays in the Naval service. Similar to the so-called civil-military gap, attitude gaps within the services, if they exist, present problems that need to be carefully assessed. Most notably, large and growing differences of opinion between men and women could hinder DoD's current efforts to establish fair and consistent policy execution. Significant differences in attitudes are also found between Marine Corps officers and Navy officers, and between junior and senior officers.

Previous NPS studies concluded that officers did not understand the intricacies of DADT. This may still be true; however, the results of the present study imply that the proper enforcement of DADT may be affected more by a "softening" interpretation than by misunderstanding alone. The 1999 Navy officers, for example, appear to have more of a "live and let live" attitude toward homosexuality. Most do not believe it is their responsibility to pursue a person's private activities.

The analysis indicates that officers with more than one homosexual acquaintance and those who have a close friendship with a homosexual are generally more positive

toward gays. At the same time, for some NPS officers, casual contact with a homosexual may actually contribute to an increased negative attitude toward homosexuals. This finding presents DoD with a real dilemma. On the one hand, more officers are experiencing closer contacts with gays, and this may result in a decreasing willingness to properly enforce DADT. On the other hand, some officers are experiencing casual contact with homosexuals, which may also contribute to an overzealous execution of the policy or an increased number of unwarranted investigations.

Regarding the current state of DADT, President Bill Clinton admitted that "it's way out of whack now, and I don't think any serious person can say it's not."¹⁰⁸ For DADT to get back on track, military officers across all services must have the same understanding of basic policy definitions and responsibilities of officers to see that the policy is properly executed. Large demographic attitude gaps exist within the Naval service. The DoD training program, currently underway, faces the daunting challenge of simultaneously convincing improperly "tolerant" service members to be less tolerant, and convincing improperly

¹⁰⁸ Rowan Scarborough, "President, Cohen Differ On Pentagon's Gay Policy: Clinton Deems 'Don't Ask, Don't Tell' 'Out of Whack'," Washington Times, 8 February 2000, 4.

"intolerant" service members to be more tolerant toward homosexuals in the military.

C. RECOMMENDATIONS

The NPS "Gays in the Military" survey currently covers three data points spread over six years. If DADT is still being enforced, this survey should be administered to NPS Naval officers in the fall of 2002 and every three years thereafter. As more data are added, trends will become increasingly useful to government policy makers and military leaders.

Just as officers' attitudes differ with regard to seniority, the young "Generation Y" youth of America probably have attitudes toward gays that are different still. This study attempted to capture and analyze the opinions of young Naval enlisted personnel, but the survey responses were too few to be statistically reliable. Future research should attempt to capture the opinions of this demographic group with regard to gays serving in the military, and possibly measure the "before" and "after" effects of the transition from society to the military on attitudes toward homosexuals.

This study identified a widening gender gap (similar to the gap between American society and its military) within

the Navy officer corps with respect to gays in the military. While DoD is taking measures to train military personnel on the intricacies of DADT, growing attitude gaps within the services could undermine the application of a consistent policy. Future studies should examine if attitude gaps *within* the military—for example along the lines of gender, and seniority—are a cause for concern.

DADT assumes that homosexual conduct is incompatible with military service. Since recruits are no longer asked about their sexuality upon application, military officers are supposed to be the "gate keepers" or the enforcers of the policy. Yet, apparently, many either do not understand the basic tenets of the policy, or, perhaps, do not care to pursue policy violations. Lack of policy understanding certainly contributes to incorrect, inconsistent, and unfair policy application; additionally, it may be correlated with harassment of suspected homosexuals currently serving in the military. Further research should examine the degree to which misunderstanding of basic policy definitions (such as sexual misconduct and orientation) may affect hate crimes targeted toward homosexuals serving in the military.

Finally, future military studies with larger sample sizes should attempt to replicate some of the findings in

this study regarding the varying degrees of homosexual acquaintance and their effect on tolerance.

APPENDIX A. NAVY AND MARINE CORPS OFFICER SURVEY INSTRUMENT

Gays in the Military Questionnaire



Dear Student:

This is an **anonymous** and **voluntary** questionnaire. The data collected from this questionnaire will be used in a Naval Postgraduate School (NPS) thesis.

This questionnaire was conducted at NPS in 1993 and again in 1996. Your answers, along with other students' answers, will be used to analyze current attitudes regarding gays in the military and understanding of "Don't Ask, Don't Tell." Additionally, this 1999 questionnaire is important to identify how officers' attitudes and perceptions may have changed over the past seven years.

The questionnaire should take you between fifteen and twenty minutes to complete. Thank you, in advance, for your participation. For your convenience, drop-boxes have been staged around the NPS campus. Please place your Scantron answer sheet in one of the drop-boxes at any of the below locations:

- Library (Circulation Desk)
- Student Guard Mail Center (Herrmann Hall)
- Each Curricular Office
- Outdoor Coffee Mess

Please return your Scantron answer sheet no later than 8 November 1999.

The point of contact is Capt John Bicknell at:
656-2070 (please leave message) or
jwbickne@nps.navy.mil

QUESTIONNAIRE INSTRUCTIONS

1. Please read all instructions and the Privacy Act Statement.
2. This questionnaire is part of a Naval Postgraduate School thesis. It is **voluntary** and **anonymous**.
3. This questionnaire should take about fifteen to twenty minutes to complete.
4. **DO NOT** write your name or social security number (SSN) on the answer sheet.
5. There are no right or wrong answers. Select the response for each item that best represents your feelings.
6. Use a No. 2 pencil when marking your answers on the answer sheet. **DO NOT** use pen or marker.
7. Be sure your answer marks blacken the entire rectangle on the answer sheet.
8. Be sure to mark your answers carefully so that you enter them opposite the same answer sheet number as questionnaire number.
9. Upon completion, please place your answer sheet plus any additional comments in one of the drop-boxes located on campus. Drop-box locations are listed on the other side.
10. Please return your completed answer sheet by 8 November 1999.
11. Thank you for your time and cooperation.

PRIVACY ACT STATEMENT

The following information is provided as required by the Privacy Act of 1974:

- a. Authority: 5 USC 301.
- b. Principal Purpose: To sample military opinion and attitudes concerning gays in the military.
- c. Routine Use: To provide data as part of a Naval Postgraduate School Master's thesis.
- d. Participation in this questionnaire is voluntary and respondents will not be identified.
- e. No adverse action of any kind may be taken against any individual who elects not to participate in any or all parts of this questionnaire.

If you desire, you may add comments regarding these issues:

Drop-box locations:

- Library (Circulation Desk)
- Student Guard Mail Center (Herrmann Hall)
- Each Curricular Office
- Outdoor Coffee Mess

The point of contact is Capt John Bicknell at:
656-2070 (please leave message) or
jwbickne@nps.navy.mil

Please answer the following questionnaire items on the provided response form. Except as noted, blacken the corresponding answer sheet number using the below four choices according to how much you agree or disagree with the statement:

A. Strongly Agree B. Agree C. Disagree D. Strongly Disagree

Marines: Previously, this questionnaire was only distributed to student Navy officers; however, the sample has been expanded to include Marine Corps student officers. When you encounter a Navy-oriented item, consider the same issue as it applies to the Marine Corps.

1. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.
2. I would prefer not to have homosexuals in my command.
3. Homosexuals are probably born that way.
4. Homosexual orientation is learned through social interaction and can be changed by will.
5. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.
6. Our most senior uniformed military leaders shaped the present policy.
7. The current policy is a positive step for the gay movement.
8. I would have no difficulty working for a homosexual Commanding Officer.
9. Lawful off-duty sexual activity would be of no concern to me.
10. As a department head, you receive a report from Seaman Smith that Airman Jones was holding hands with the same sex civilian in a movie theater. It is your responsibility to investigate this activity.
11. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.
12. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.
13. If a service member tells a superior that he or she has a homosexual orientation, this is equivalent to sexual misconduct.
14. I can easily determine whether or not someone is homosexual by appearance and mannerisms.
15. It is just a matter of time until military policy is changed to full and open acceptance of homosexuals.
16. Homosexuals can be trusted with secret military documents.
17. The current policy protects the rights of all sailors regardless of sexual orientation.
18. Under the current policy, heterosexuals aboard ships are at greater risk of having their privacy invaded by homosexuals.
19. Homosexuals are more likely to suffer emotional problems in a military setting.
20. The current policy is good for national defense.
21. People are either heterosexually or homosexually oriented.
22. Marching in "Gay Parades" demonstrates homosexual orientation.

A. Strongly Agree B. Agree C. Disagree D. Strongly Disagree

23. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.
24. A division officer's sexual preference has no effect on the officer's ability to lead.
25. The current policy will have more impact on the enlisted members than on the officers.
26. Homosexuals should not be restricted from serving anywhere in the Navy.
27. Religious teachings provide the only real obstacles to total acceptance of gays in the Navy.
28. Civilian homosexuals are of no consequence to me.
29. I would not want a gay person as a neighbor.
30. Service members who socialize in "gay bars" are engaging in sexual misconduct.
31. Heterosexual orientation is an inherited trait.
32. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult/dangerous assignment.
33. Homosexuals and heterosexuals should have equal rights.
34. Homosexuals could pose a health risk to the Navy.
35. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.
36. The current policy will have more impact on women than on men.
37. On the whole, I like the current policy better than the old policy.
38. My attitude toward homosexuals has become more tolerant since the current policy was adopted.
39. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.
40. A homosexual's safety or life could be in danger due to beliefs held by other service members.
41. The Navy's attitude toward homosexuals has become more tolerant since the "Don't Ask, Don't Tell" policy was implemented.
42. If homosexuals were allowed to serve openly in the Navy, I would get out.
43. The presence of a homosexual in my unit would interfere with mission accomplishment.
44. I have a friend or relative who is homosexual.

(A) Yes (B) No (C) Possibly

45. I personally know a homosexual service member.

(A) Yes (B) No (C) Possibly

Because people tend to answer questions differently, I would like to ask you some questions about yourself. This information will only be used to learn more about those who completed this questionnaire, but it will **NOT BE USED** to identify you. Please follow the below instructions carefully:

- Turn the front side of Scantron sheet so that the pink and white rows of numbers are at the top.
- To keep track of your responses, write the letters a) through g) in the blank boxes to the far right-hand side of the pink and white rows of numbers. See the diagram below for an example of this.
- Then answer items a) through g) as indicated below. Answer all items. **Blacken only one number per response.**

0	1	2	3	4	5	6	7	8	9	a)
0	1	2	3	4	5	6	7	8	9	b)
0	1	2	3	4	5	6	7	8	9	c)
0	1	2	3	4	5	6	7	8	9	d)
0	1	2	3	4	5	6	7	8	9	e)
0	1	2	3	4	5	6	7	8	9	f)
0	1	2	3	4	5	6	7	8	9	g)
0	1	2	3	4	5	6	7	8	9	
0	1	2	3	4	5	6	7	8	9	
0	1	2	3	4	5	6	7	8	9	

KEY KEY

1	A	B	C	D	E	26	A	B	C	D	E	CODE ID BY APPROPRIATE THE EXAMINER
2	T	F				27	T	F				

- a) Years of service:
- 1-5
 - 6-9
 - 10-12
 - 13-15
 - Over 15

- b) Gender:
- Male
 - Female

- c) Race:
- Hispanic
 - Black
 - White
 - Other

- d) Branch of service:
- Navy
 - Marines

- e) Pay Grade:
- Blacken only one box.**
- (ie) O-1 blacken '1.'
O-4 blacken '4.'

- f) Community:
- | | |
|-------------------|---------------------|
| <u>Navy</u> | <u>Marine Corps</u> |
| (1) Surface | (1) Ground Combat |
| (2) Aviation | (2) Aviation |
| (3) Subs | (3) Combat Support |
| (4) R. Line | (4) Support |
| (5) Supply | (5) leave blank |
| (6) Fleet Support | (6) leave blank |
| (7) Unknown | (7) Unknown |

- g) Current Education Level:
- College graduate (Bachelors)
 - Masters degree
 - PhD

**APPENDIX B. NAVY AND MARINE CORPS ENLISTED SURVEY
INSTRUMENT**

Gays in the Military Questionnaire



Dear Student:

This is an **anonymous** and **voluntary** questionnaire. The data collected from this questionnaire will be used in a Naval Postgraduate School (NPS) thesis.

This questionnaire was distributed at NPS in 1993 and again in 1996. Your answers on the 1999 questionnaire, along with other Navy and Marine Corps Defense Language Institute (DLI) students' answers, will be used to analyze current attitudes regarding gays in the military and understanding of "Don't Ask, Don't Tell."

The questionnaire should take you between fifteen and twenty minutes to complete. Thank you in advance for your participation. Please place your Scantron answer sheet and any written comments in one of the drop-boxes at any of the below locations:

DLI Navy Students:

- Library (Circulation Desk)
- NTTC Quarterdeck
- Chief Chisholm's office

DLI Marine Students:

- Library (Circulation Desk)
- Learning Resource Center
- Marine Admin office

Please return your Scantron answer sheet no later than 15 November 1999.

The point of contact is Capt John Bicknell at:
656-2070 (please leave message) or
jwbickne@nps.navy.mil

QUESTIONNAIRE INSTRUCTIONS

1. Please read all instructions and the Privacy Act Statement.
2. This questionnaire is part of a Naval Postgraduate School thesis. It is **voluntary** and **anonymous**.
3. This questionnaire should take about fifteen to twenty minutes to complete.
4. **DO NOT** write your name or social security number (SSN) on the answer sheet.
5. There are no right or wrong answers. Select the response for each item that best represents your feelings.
6. Use a No. 2 pencil when marking your answers on the answer sheet. **DO NOT** use pen or marker.
7. Be sure your answer marks blacken the entire rectangle on the answer sheet.
8. Be sure to mark your answers carefully so that you enter them opposite the same answer sheet number as questionnaire number.
9. Upon completion, please place your answer sheet plus any additional comments in one of the drop-boxes located on campus. Drop-box locations are listed on the other side.
10. Please return your completed answer sheet by 15 November 1999.
11. Thank you for your time and cooperation.

PRIVACY ACT STATEMENT

The following information is provided as required by the Privacy Act of 1974:

- a. Authority: 5 USC 301.
- b. Principal Purpose: To sample military opinion and attitudes concerning gays in the military.
- c. Routine Use: To provide data as part of a Naval Postgraduate School Master's thesis.
- d. Participation in this questionnaire is voluntary and respondents will not be identified.
- e. No adverse action of any kind may be taken against any individual who elects not to participate in any or all parts of this questionnaire.

If you desire, you may add comments regarding these issues:

I am a Sailor. Marine. (please circle one).

Drop-box locations:

DLI Navy Students:

- Library (Circulation Desk)
- NTTC Quarterdeck
- Chief Chisholm's office

DLI Marine Students:

- Library (Circulation Desk)
- Marine Admin office
- Learning Resource Center

The point of contact is Capt John Bicknell at:
656-2070 (please leave message) or
jwbickne@nps.navy.mil

Please answer the following questionnaire items on the provided response form. Except as noted, blacken the corresponding answer sheet number using the below four choices according to how much you agree or disagree with the statement:

A. Strongly Agree B. Agree C. Disagree D. Strongly Disagree

Previously, this questionnaire was only distributed to student Navy officers at the Naval Postgraduate School; however, the sample has been expanded to include both Navy and Marine Corps enlisted students at DLI. When you encounter an item that seems to only apply to commissioned officers, consider the exact same issue as it applies to you - a junior, mid-grade, or senior enlisted service member.

Marines: When you encounter a Navy-oriented item, consider the same issue as it applies to the Marine Corps.

1. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.
2. I would prefer not to have homosexuals in my command.
3. Homosexuals are probably born that way.
4. Homosexual orientation is learned through social interaction and can be changed by will.
5. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.
6. Our most senior uniformed military leaders shaped the present policy.
7. The current policy is a positive step for the gay movement.
8. I would have no difficulty working for a homosexual Commanding Officer.
9. Lawful off-duty sexual activity would be of no concern to me.
10. As a department head, you receive a report from Seaman Smith that Airman Jones was holding hands with the same sex civilian in a movie theater. It is your responsibility to investigate this activity.
11. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.
12. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.
13. If a service member tells a superior that he or she has a homosexual orientation, this is equivalent to sexual misconduct.
14. I can easily determine whether or not someone is homosexual by appearance and mannerisms.
15. It is just a matter of time until military policy is changed to full and open acceptance of homosexuals.
16. Homosexuals can be trusted with secret military documents.
17. The current policy protects the rights of all sailors regardless of sexual orientation.
18. Under the current policy, heterosexuals aboard ships are at greater risk of having their privacy invaded by homosexuals.
19. Homosexuals are more likely to suffer emotional problems in a military setting.
20. The current policy is good for national defense.

A. Strongly Agree B. Agree C. Disagree D. Strongly Disagree

21. People are either heterosexually or homosexually oriented.
22. Marching in "Gay Parades" demonstrates homosexual orientation.
23. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.
24. A division officer's sexual preference has no effect on the officer's ability to lead.
25. The current policy will have more impact on the enlisted members than on the officers.
26. Homosexuals should not be restricted from serving anywhere in the Navy.
27. Religious teachings provide the only real obstacles to total acceptance of gays in the Navy.
28. Civilian homosexuals are of no consequence to me.
29. I would not want a gay person as a neighbor.
30. Service members who socialize in "gay bars" are engaging in sexual misconduct.
31. Heterosexual orientation is an inherited trait.
32. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult/dangerous assignment.
33. Homosexuals and heterosexuals should have equal rights.
34. Homosexuals could pose a health risk to the Navy.
35. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.
36. The current policy will have more impact on women than on men.
37. On the whole, I like the current policy better than the old policy.
38. My attitude toward homosexuals has become more tolerant since the current policy was adopted.
39. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.
40. A homosexual's safety or life could be in danger due to beliefs held by other service members.
41. The Navy's attitude toward homosexuals has become more tolerant since the "Don't Ask, Don't Tell" policy was implemented.
42. If homosexuals were allowed to serve openly in the Navy, I would get out.
43. The presence of a homosexual in my unit would interfere with mission accomplishment.
44. I have a friend or relative who is homosexual.

(A) Yes (B) No (C) Possibly

45. I personally know a homosexual service member.

(A) Yes (B) No (C) Possibly

Because people tend to answer questions differently, I would like to ask you some questions about yourself. This information will only be used to learn more about those who completed this questionnaire, but it will **NOT BE USED** to identify you. Please follow the below instructions carefully:

- Turn the front side of Scantron sheet so that the pink and white rows of numbers are at the top.
- To keep track of your responses, write the letters a) through g) in the blank boxes to the far right-hand side of the pink and white rows of numbers. See the diagram below for an example of this.
- Then answer items a) through g) as indicated below. Answer all items. **Blacken only one number per response.**

0	1	2	3	4	5	6	7	8	9	a)
0	1	2	3	4	5	6	7	8	9	b)
0	1	2	3	4	5	6	7	8	9	c)
0	1	2	3	4	5	6	7	8	9	d)
0	1	2	3	4	5	6	7	8	9	e)
0	1	2	3	4	5	6	7	8	9	f)
0	1	2	3	4	5	6	7	8	9	g)
0	1	2	3	4	5	6	7	8	9	
0	1	2	3	4	5	6	7	8	9	
0	1	2	3	4	5	6	7	8	9	

KEY KEY

1 A B C D E 26 A B C D E

2 A B C D E 27 A B C D E

CODE TO BE APPROPRIATE THE EXAMIN

a) Years of service:

- Less than 1
- 1-5
- 6-9
- 10-12
- 13-15
- Over 15

b) Gender:

- Male
- Female

c) Race:

- Hispanic
- Black
- White
- Other

d) Branch of service:

- Navy
- Marines

e) Pay Grade:

Blacken only one box.

- (ie) E-1 blacken '1.'
E-4 blacken '4.'

f) Community:

Navy

Marine Corps

- | | |
|-------------------|--------------------|
| (1) Surface | (1) Ground Combat |
| (2) Aviation | (2) Aviation |
| (3) Subs | (3) Combat Support |
| (4) R. Line | (4) Support |
| (5) Supply | (5) leave blank |
| (6) Fleet Support | (6) leave blank |
| (7) Unknown | (7) Unknown |

g) Current Education Level:

- 11th Grade
- G.E.D.
- High School Diploma
- Some College/Associates degree
- College graduate (Bachelors)
- Masters degree

APPENDIX C. SAMPLE DATA CARD

0	1	2	3	4	5	6	7	8	9	a)
0	1	2	3	4	5	6	7	8	9	b)
0	1	2	3	4	5	6	7	8	9	c)
0	1	2	3	4	5	6	7	8	9	d)
0	1	2	3	4	5	6	7	8	9	e)
0	1	2	3	4	5	6	7	8	9	f)
0	1	2	3	4	5	6	7	8	9	g)
0	1	2	3	4	5	6	7	8	9	h)
0	1	2	3	4	5	6	7	8	9	i)
0	1	2	3	4	5	6	7	8	9	j)

KEY KEY

1	A	B	C	D	E	26	A	B	C	D	E
2	A	B	C	D	E	27	A	B	C	D	E
3	A	B	C	D	E	28	A	B	C	D	E
4	A	B	C	D	E	29	A	B	C	D	E
5	A	B	C	D	E	30	A	B	C	D	E
6	A	B	C	D	E	31	A	B	C	D	E
7	A	B	C	D	E	32	A	B	C	D	E
8	A	B	C	D	E	33	A	B	C	D	E
9	A	B	C	D	E	34	A	B	C	D	E
10	A	B	C	D	E	35	A	B	C	D	E
11	A	B	C	D	E	36	A	B	C	D	E
12	A	B	C	D	E	37	A	B	C	D	E
13	A	B	C	D	E	38	A	B	C	D	E
14	A	B	C	D	E	39	A	B	C	D	E
15	A	B	C	D	E	40	A	B	C	D	E
16	A	B	C	D	E	41	A	B	C	D	E
17	A	B	C	D	E	42	A	B	C	D	E
18	A	B	C	D	E	43	A	B	C	D	E
19	A	B	C	D	E	44	A	B	C	D	E
20	A	B	C	D	E	45	A	B	C	D	E
21	A	B	C	D	E	46	A	B	C	D	E
22	A	B	C	D	E	47	A	B	C	D	E
23	A	B	C	D	E	48	A	B	C	D	E
24	A	B	C	D	E	49	A	B	C	D	E
25	A	B	C	D	E	50	A	B	C	D	E

CODE TO BE FILLED IN THE APPROPRIATE BOXES ACCORDING TO THE EXAMINER'S DECISION

IMPORTANT

• EXAMPLE: A B C D E

• ERASE COMPLETELY TO CHANGE

NAME _____

TEST _____

DATE _____

PERIOD _____

SIDE 1

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APPENDIX D. SURVEY RESPONDENT DEMOGRAPHICS

This appendix contains Naval officer and enlisted respondent demographic profiles and local population totals.

Table D.1. Demographic Profile for 1999 Navy Officer Student Survey Sample and NPS Navy Officer Student Population

Category	Survey Respondents		Base Population	
	Number	Percent	Number	Percent
Gender				
Male	184	85.2	597	88.3
Female	32	14.8	79	11.7
Race				
White	181	83.8	567	83.9
Black	14	6.5	56	8.3
Hispanic	8	3.7	29	4.3
Other	13	6.0	24	3.6
Years of Service				
1 - 5	24	11.1	118	17.5
6 -9	72	33.3	230	34.0
10 - 12	62	28.7	136	20.1
13 - 15	22	10.2	100	14.8
Over 15	36	16.7	92	13.6
Rank				
ENS (O-1)	5	2.3	31	4.6
LTJG (O-2)	7	3.3	19	2.8
LT (O-3)	138	64.2	449	66.4
LCDR (O-4)	60	27.9	161	23.8
CDR (O-5)	5	2.3	16	2.4
Education Level				
Bachelor's	155	71.8	Not Available	
Master's	60	27.8		
Military Community				
Surface	56	25.9	Not Available	
Aviation	39	18.1		
Submarine	14	6.5		
Restricted Line	45	20.8		
Supply	25	11.6		
Fleet Support	24	11.1		
Unknown	12	5.6		

**Table D.2. Demographic Profile for 1999 Marine Officer
Student Survey Sample and NPS Marine Officer Student
Population**

Category	Survey Respondents		Base Population	
	Number	Percent	Number	Percent
Gender				
Male	72	97.3	189	96.9
Female	2	2.7	6	3.1
Race				
White	67	90.5	168	86.2
Black	2	2.7	11	5.6
Hispanic	3	4.1	11	5.6
Other	2	2.7	5	2.6
Years of Service				
1 - 5	4	5.4	11	5.6
6 -9	12	16.2	42	21.5
10 - 12	35	47.3	77	39.5
13 - 15	12	16.2	38	19.5
Over 15	11	14.7	27	13.8
Rank				
2ndLt (O-1)	0	0	0	0
1stLt (O-2)	0	0	3	1.5
Capt (O-3)	33	44.6	94	48.2
Maj (O-4)	41	55.4	96	49.2
LtCol (O-5)	0	0	2	1.0
Education Level				
Bachelor's	50	67.6	128	65.6
Master's	24	32.3	67	34.4
Military Community				
Ground Combat	25	34.3	49	25.1
Aviation	21	28.8	34	17.4
Combat Support *	27	37.0	112	57.4
Unknown	0	0	0	0

* Combat Support and Support MOS responses were combined.

**Table D.3. Demographic Profile for 1999 Navy Enlisted
Student Survey Sample and DLI Navy Enlisted Student
Population**

Category	Survey Respondents		Base Population	
	Number	Percent	Number	Percent
Gender				
Male	11	52.4	195	53.7
Female	10	47.6	168	46.3
Race				
White	15	75.0	260	71.6
Black	1	5.0	41	11.3
Hispanic	3	15.0	36	10.0
Other	1	5.0	26	7.2
Years of Service				
Less than 1	8	38.1	160	45.2
1 - 5	10	47.6	173	47.7
6 -9	1	4.8	10	2.8
10 - 12	2	9.5	3	0.8
13 - 15	0	0	10	2.8
Over 15	0	0	3	0.8
Rank				
Seaman Recr (E-1)	1	4.8	25	6.9
Seaman Appr (E-2)	3	14.3	41	11.3
Seaman (E-3)	12	57.1	245	67.5
PO3 (E-4)	1	4.8	37	10.2
PO2 (E-5)	3	14.3	6	1.7
PO1 (E-6)	1	4.8	7	1.9
Chief (E-7)	0	0	2	0.6
Education Level				
High School Grad	2	9.5	Not Available	
Some College	13	61.9		
Bachelor's	5	23.8		
Master's	1	4.8		
Military Community				
Surface			Not Available	
Aviation	3	15.0		
Submarine	1	5.0		
Restricted Line				
Supply	1	5.0		
Fleet Support	3	15.0		
Other	12	60.0		

Table D.4. Demographic Profile for 1999 Marine Enlisted Student Survey Sample and DLI Marine Enlisted Student Population

Category	Survey Respondents		Base Population	
	Number	Percent	Number	Percent
Gender				
Male	43	76.8	169	67.6
Female	13	23.2	81	32.4
Race				
White	51	91.1	215	86.0
Black	1	1.8	10	4.0
Hispanic	3	5.4	6	2.4
Other	1	1.8	19	7.6
Years of Service				
Less than 1	13	23.2	43	17.2
1 - 5	38	67.7	197	78.8
6 -9	4	7.1	9	3.6
10 - 12	1	1.8	1	0.4
13 - 15	0	0	0	0
Over 15	0	0	0	0
Rank				
PVT (E-1)	3	5.4	6	2.4
PFC (E-2)	9	16.1	28	11.2
LCpl (E-3)	31	55.4	200	80.0
Cpl (E-4)	9	16.1	9	3.6
Sgt (E-5)	3	5.4	6	2.4
SSgt (E-6)	1	1.8	1	0.4
Education Level				
High School Grad	20	35.7	60	24.0
Some College	32	57.1	162	64.8
Bachelor's	3	5.4	23	9.2
Master's	1	1.8	5	2.0
Military Community				
Ground Combat	2	3.6	12	4.8
Aviation	0	0	6	2.4
Combat Support *	53	96.4	232	92.8
Unknown	0	0	0	0

* Combat Support and Support MOS responses were combined.

APPENDIX E. OFFICER AND ENLISTED PERSONNEL SURVEY RESPONSE FREQUENCIES

This appendix contains response frequencies for the 1994, 1996, and 1999 survey iterations.

1. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 215)	32.6%	26.5%	26.1%	14.9%	2.23
1996 (Navy) ^a	(n = 306)	43.1%	22.7%	24.7%	9.4%	2.00
1994 (Navy) ^b	(n = 605)	52.9%	20.0%	18.8%	8.3%	1.83
1999 (USMC)	(n = 74)	56.8%	21.6%	12.2%	9.5%	1.74
Enlisted Personnel						
1999 (Navy)	(n = 23)	13.0%	30.4%	30.4%	26.1%	2.70
1999 (USMC)	(n = 59)	50.9%	30.5%	15.3%	3.4%	1.71

2. I would prefer not to have homosexuals in my command.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 215)	37.2%	29.3%	23.7%	9.8%	2.06
1996 (Navy) ^a	(n = 306)	46.1%	31.6%	15.8%	6.4%	1.82
1994 (Navy) ^b	(n = 605)	55.5%	26.7%	11.2%	6.6%	1.69
1999 (USMC)	(n = 74)	64.9%	23.0%	6.8%	5.4%	1.53
Enlisted Personnel						
1999 (Navy)	(n = 23)	8.7%	13.0%	56.5%	21.7%	2.91
1999 (USMC)	(n = 59)	52.5%	33.9%	10.2%	3.4%	1.64

3. Homosexuals are probably born that way.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	8.9%	31.3%	29.4%	30.4%	2.81
1996 (Navy) ^a	(n = 306)	10.3%	26.1%	36.4%	27.1%	2.80
1994 (Navy) ^b	(n = 605)	8.8%	23.8%	38.5%	28.9%	2.88
1999 (USMC)	(n = 72)	4.2%	30.6%	31.9%	33.3%	2.94
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	43.5%	17.4%	34.8%	2.83
1999 (USMC)	(n = 59)	6.8%	27.1%	39.0%	27.1%	2.86

4. Homosexual orientation is learned through social interaction and can be changed by will.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	17.8%	27.2%	40.4%	14.6%	2.52
1996 (Navy) ^a	(n = 306)	12.9%	32.5%	42.4%	12.2%	2.54
1994 (Navy) ^b	(n = 605)	19.7%	32.0%	36.8%	11.5%	2.40
1999 (USMC)	(n = 73)	19.2%	31.5%	41.1%	8.2%	2.38
Enlisted Personnel						
1999 (Navy)	(n = 22)	9.1%	31.8%	31.8%	27.3%	2.77
1999 (USMC)	(n = 58)	8.6%	41.4%	34.5%	15.5%	2.57

5. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 216)	46.3%	39.4%	10.7%	3.7%	1.72
1996 (Navy) ^a	(n = 306)	40.7%	34.4%	17.5%	7.3%	1.91
1994 (Navy) ^b	(n = 605)	33.9%	33.6%	22.0%	10.5%	2.09
1999 (USMC)	(n = 73)	26.0%	38.4%	24.7%	11.0%	2.21
Enlisted Personnel						
1999 (Navy)	(n = 22)	50.0%	45.5%	0.0%	4.6%	1.59
1999 (USMC)	(n = 59)	27.1%	59.3%	13.6%	0.0%	1.86

6. Our most senior uniformed military leaders shaped the present policy.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 210)	9.1%	27.6%	36.2%	27.1%	2.81
1996 (Navy) ^a	(n = 306)	10.0%	24.1%	38.1%	27.8%	2.84
1994 (Navy) ^b	(n = 605)	8.0%	28.4%	35.6%	28.0%	2.84
1999 (USMC)	(n = 74)	8.1%	24.3%	37.8%	29.7%	2.89
Enlisted Personnel						
1999 (Navy)	(n = 21)	9.5%	57.1%	28.6%	4.8%	2.29
1999 (USMC)	(n = 58)	6.9%	24.1%	51.7%	17.2%	2.79

7. The current policy is a positive step for the gay movement.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 212)	9.4%	50.5%	34.0%	6.1%	2.37
1996 (Navy) ^a	(n = 306)	14.5%	47.5%	29.3%	8.8%	2.33
1994 (Navy) ^b	(n = 605)	16.7%	50.0%	23.3%	10.0%	2.27
1999 (USMC)	(n = 72)	19.4%	40.3%	31.9%	8.3%	2.29
Enlisted Personnel						
1999 (Navy)	(n = 22)	0.0%	40.9%	45.5%	13.6%	2.73
1999 (USMC)	(n = 58)	6.9%	60.3%	20.7%	12.1%	2.38

8. I would have no difficulty working for a homosexual Commanding Officer.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	13.1%	29.4%	29.0%	28.5%	2.73
1996 (Navy) ^a	(n = 306)	8.3%	28.9%	28.6%	34.2%	2.89
1994 (Navy) ^b	(n = 605)	10.0%	20.4%	24.8%	44.8%	3.04
1999 (USMC)	(n = 72)	8.3%	18.1%	27.8%	45.8%	3.11
Enlisted Personnel						
1999 (Navy)	(n = 23)	26.1%	43.5%	21.7%	8.7%	2.13
1999 (USMC)	(n = 58)	5.2%	20.7%	25.9%	48.3%	3.17

9. Lawful off-duty sexual activity would be of no concern to me.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	36.2%	45.5%	10.8%	7.5%	1.90
1996 (Navy) ^a	(n = 306)	26.4%	45.2%	17.4%	11.0%	2.13
1994 (Navy) ^b	(n = 605)	29.3%	40.7%	16.0%	14.0%	2.15
1999 (USMC)	(n = 73)	21.9%	41.1%	24.7%	12.3%	2.27
Enlisted Personnel						
1999 (Navy)	(n = 23)	52.2%	43.5%	0.0%	4.4%	1.57
1999 (USMC)	(n = 59)	20.3%	39.0%	20.3%	20.3%	2.41

10. As a department head, you receive a report from Seaman Smith that Airman Jones was holding hands with the same sex civilian in a movie theater. It is your responsibility to investigate this activity.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	8.9%	22.5%	49.8%	18.8%	2.78
1996 (Navy) ^a	(n = 306)	10.4%	25.1%	45.2%	19.4%	2.74
1994 (Navy) ^b	(n = 605)	13.4%	30.4%	39.2%	17.0%	2.60
1999 (USMC)	(n = 74)	14.9%	35.1%	35.1%	14.9%	2.50
Enlisted Personnel						
1999 (Navy)	(n = 21)	4.8%	19.1%	38.1%	38.1%	3.10
1999 (USMC)	(n = 59)	27.1%	32.2%	27.1%	13.6%	2.27

11. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	29.4%	29.4%	28.5%	12.6%	2.24
1996 (Navy) ^a	(n = 306)	31.9%	34.6%	24.3%	9.3%	2.11
1994 (Navy) ^b	(n = 605)	49.5%	29.3%	14.0%	7.0%	1.78
1999 (USMC)	(n = 74)	48.7%	36.5%	9.5%	5.4%	1.72
Enlisted Personnel						
1999 (Navy)	(n = 23)	13.0%	21.7%	21.7%	43.5%	2.96
1999 (USMC)	(n = 59)	42.4%	32.2%	18.6%	6.8%	1.90

12. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 208)	7.2%	15.9%	49.5%	27.4%	2.97
1996 (Navy) ^a	(n = 306)	6.8%	18.8%	48.6%	25.7%	2.93
1994 (Navy) ^b	(n = 605)	9.3%	21.3%	45.0%	24.4%	2.85
1999 (USMC)	(n = 71)	9.9%	22.5%	45.1%	22.5%	2.80
Enlisted Personnel						
1999 (Navy)	(n = 22)	0.0%	9.1%	40.9%	50.0%	3.41
1999 (USMC)	(n = 58)	6.9%	12.1%	53.5%	27.6%	3.02

13. If a service member tells a superior that he or she has a homosexual orientation, this is equivalent to sexual misconduct.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	7.5%	22.4%	47.2%	22.9%	2.86
1996 (Navy) ^a	(n = 306)	10.0%	22.6%	45.5%	21.9%	2.79
1994 (Navy) ^b	(n = 605)	9.4%	17.3%	52.7%	20.6%	2.85
1999 (USMC)	(n = 74)	14.9%	24.3%	44.6%	16.2%	2.62
Enlisted Personnel						
1999 (Navy)	(n = 23)	21.7%	17.4%	30.4%	30.4%	2.70
1999 (USMC)	(n = 59)	15.3%	45.8%	25.4%	13.6%	2.37

14. I can easily determine whether or not someone is homosexual by appearance and mannerisms.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	1.4%	9.4%	63.9%	25.4%	3.13
1996 (Navy) ^a	(n = 306)	1.7%	8.0%	59.9%	30.4%	3.19
1994 (Navy) ^b	(n = 605)	1.4%	9.4%	58.5%	30.7%	3.19
1999 (USMC)	(n = 73)	2.7%	13.7%	57.5%	26.0%	3.07
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	8.7%	60.9%	26.1%	3.09
1999 (USMC)	(n = 59)	0.0%	23.7%	59.3%	17.0%	2.93

15. It is just a matter of time until military policy is changed to full and open acceptance of homosexuals.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	12.2%	47.2%	34.6%	6.1%	2.35
1996 (Navy) ^a	(n = 306)	12.2%	44.2%	30.7%	12.9%	2.44
1994 (Navy) ^b	(n = 605)	11.9%	36.6%	34.4%	17.2%	2.57
1999 (USMC)	(n = 73)	13.7%	32.9%	38.4%	15.1%	2.55
Enlisted Personnel						
1999 (Navy)	(n = 23)	8.7%	56.5%	26.1%	8.7%	2.35
1999 (USMC)	(n = 59)	1.7%	40.7%	40.7%	17.0%	2.73

16. Homosexuals can be trusted with secret military documents.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	27.6%	55.6%	9.8%	7.0%	1.96
1996 (Navy) ^a	(n = 306)	22.1%	57.5%	11.7%	8.7%	2.07
1994 (Navy) ^b	(n = 605)	19.6%	50.8%	20.2%	9.4%	2.19
1999 (USMC)	(n = 74)	21.6%	37.8%	28.4%	12.2%	2.31
Enlisted Personnel						
1999 (Navy)	(n = 23)	56.5%	39.1%	4.4%	0.0%	1.48
1999 (USMC)	(n = 59)	20.3%	54.2%	17.0%	8.5%	2.14

17. The current policy protects the rights of all sailors regardless of sexual orientation.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	8.0%	47.4%	31.5%	13.2%	2.50
1996 (Navy) ^a	(n = 306)	6.8%	43.6%	34.8%	14.9%	2.58
1994 (Navy) ^b	(n = 605)	6.5%	29.0%	41.9%	22.6%	2.81
1999 (USMC)	(n = 74)	10.8%	54.1%	23.0%	12.2%	2.36
Enlisted Personnel						
1999 (Navy)	(n = 23)	13.0%	34.8%	26.1%	26.1%	2.65
1999 (USMC)	(n = 59)	10.2%	44.1%	33.9%	11.9%	2.47

18. Under the current policy, heterosexuals aboard ships are at greater risk of having their privacy invaded by homosexuals.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	16.0%	28.2%	40.4%	15.5%	2.55
1996 (Navy) ^a	(n = 306)	18.0%	32.7%	38.3%	11.0%	2.42
1994 (Navy) ^b	(n = 605)	23.8%	38.0%	29.0%	9.2%	2.24
1999 (USMC)	(n = 74)	32.4%	31.1%	31.1%	5.4%	2.09
Enlisted Personnel						
1999 (Navy)	(n = 23)	8.7%	13.0%	52.2%	26.1%	2.96
1999 (USMC)	(n = 56)	23.2%	42.9%	26.8%	7.1%	2.18

19. Homosexuals are more likely to suffer emotional problems in a military setting.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	15.0%	41.3%	33.8%	9.9%	2.38
1996 (Navy) ^a	(n = 306)	20.2%	42.8%	32.0%	5.1%	2.22
1994 (Navy) ^b	(n = 605)	24.4%	41.7%	27.8%	6.1%	2.16
1999 (USMC)	(n = 74)	21.6%	37.8%	32.4%	8.1%	2.27
Enlisted Personnel						
1999 (Navy)	(n = 23)	13.0%	34.8%	43.5%	8.7%	2.48
1999 (USMC)	(n = 59)	33.9%	33.9%	27.1%	5.1%	2.03

20. The current policy is good for national defense.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	3.3%	32.4%	40.9%	23.5%	2.85
1996 (Navy) ^a	(n = 306)	4.7%	24.9%	43.1%	27.3%	2.93
1994 (Navy) ^b	(n = 605)	2.6%	15.4%	36.4%	45.6%	3.25
1999 (USMC)	(n = 74)	5.4%	21.6%	36.5%	36.5%	3.04
Enlisted Personnel						
1999 (Navy)	(n = 22)	4.6%	31.8%	50.0%	13.6%	2.73
1999 (USMC)	(n = 57)	3.5%	31.6%	35.1%	29.8%	2.91

21. People are either heterosexually or homosexually oriented.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 211)	8.5%	32.7%	45.0%	13.7%	2.64
1996 (Navy) ^a	(n = 306)	8.4%	25.8%	52.5%	13.4%	2.71
1994 (Navy) ^b	(n = 605)	9.8%	30.8%	47.7%	11.7%	2.61
1999 (USMC)	(n = 74)	6.8%	44.6%	39.2%	9.5%	2.51
Enlisted Personnel						
1999 (Navy)	(n = 22)	4.6%	22.7%	50.0%	22.7%	2.91
1999 (USMC)	(n = 59)	15.3%	37.3%	39.0%	8.5%	2.41

22. Marching in "Gay Parades" demonstrates homosexual orientation.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 215)	6.5%	19.5%	59.1%	14.9%	2.82
1996 (Navy) ^a	(n = 306)	12.9%	25.5%	51.3%	10.3%	2.59
1994 (Navy) ^b	(n = 605)	15.8%	23.7%	48.0%	12.5%	2.57
1999 (USMC)	(n = 74)	14.9%	29.7%	43.2%	12.2%	2.53
Enlisted Personnel						
1999 (Navy)	(n = 23)	8.7%	30.4%	30.4%	30.4%	2.83
1999 (USMC)	(n = 59)	13.6%	39.0%	35.6%	11.9%	2.46

23. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	7.9%	28.5%	45.8%	17.8%	2.73
1996 (Navy) ^a	(n = 306)	10.3%	33.9%	44.9%	11.0%	2.57
1994 (Navy) ^b	(n = 605)	17.8%	40.0%	34.7%	7.5%	2.32
1999 (USMC)	(n = 74)	12.2%	33.8%	46.0%	8.1%	2.50
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	8.7%	52.2%	34.8%	3.17
1999 (USMC)	(n = 59)	13.6%	27.1%	45.8%	13.6%	2.59

24. A division officer's sexual preference has no effect on the officer's ability to lead.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 215)	19.5%	36.3%	27.4%	16.7%	2.41
1996 (Navy) ^a	(n = 306)	12.9%	40.3%	32.0%	14.9%	2.49
1994 (Navy) ^b	(n = 605)	11.9%	26.4%	32.5%	29.2%	2.79
1999 (USMC)	(n = 74)	6.8%	25.7%	33.8%	33.8%	2.95
Enlisted Personnel						
1999 (Navy)	(n = 23)	30.4%	47.8%	17.4%	4.4%	1.96
1999 (USMC)	(n = 58)	17.2%	32.8%	36.2%	13.8%	2.47

25. The current policy will have more impact on the Enlisted members than on the Officers.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	7.9%	31.3%	46.3%	14.5%	2.67
1996 (Navy) ^a	(n = 306)	8.4%	27.2%	48.3%	16.1%	2.72
1994 (Navy) ^b	(n = 605)	16.4%	25.8%	39.7%	18.1%	2.60
1999 (USMC)	(n = 74)	5.4%	20.3%	59.5%	14.9%	2.84
Enlisted Personnel						
1999 (Navy)	(n = 22)	4.6%	31.8%	59.1%	4.6%	2.64
1999 (USMC)	(n = 59)	15.3%	39.0%	40.7%	5.1%	2.36

26. Homosexuals should not be restricted from serving anywhere in the Navy.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 212)	14.2%	25.0%	30.2%	30.7%	2.77
1996 (Navy) ^a	(n = 306)	10.6%	25.2%	31.1%	33.1%	2.87
1994 (Navy) ^b	(n = 605)	9.9%	14.7%	24.9%	50.5%	3.16
1999 (USMC)	(n = 73)	5.5%	12.3%	32.9%	49.3%	3.26
Enlisted Personnel						
1999 (Navy)	(n = 23)	26.1%	47.8%	13.0%	13.0%	2.13
1999 (USMC)	(n = 59)	3.4%	15.3%	40.7%	40.7%	3.19

27. Religious teachings provide the only real obstacles to total acceptance of gays in the Navy.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	4.2%	6.1%	47.0%	42.7%	3.28
1996 (Navy) ^a	(n = 306)	2.7%	5.0%	44.5%	47.8%	3.37
1994 (Navy) ^b	(n = 605)	4.5%	5.4%	34.3%	55.8%	3.41
1999 (USMC)	(n = 73)	5.5%	4.1%	30.1%	60.3%	3.45
Enlisted Personnel						
1999 (Navy)	(n = 22)	0.0%	9.1%	50.0%	40.9%	3.32
1999 (USMC)	(n = 59)	1.7%	8.5%	42.4%	47.5%	3.36

28. Civilian homosexuals are of no consequence to me.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	17.3%	40.2%	33.2%	9.4%	2.35
1996 (Navy) ^a	(n = 306)	14.0%	37.2%	35.2%	13.6%	2.48
1994 (Navy) ^b	(n = 605)	16.0%	39.4%	31.2%	13.4%	2.42
1999 (USMC)	(n = 74)	18.9%	44.6%	29.7%	6.8%	2.24
Enlisted Personnel						
1999 (Navy)	(n = 23)	26.1%	39.1%	30.4%	4.4%	2.13
1999 (USMC)	(n = 59)	15.3%	40.7%	32.2%	11.9%	2.41

29. I would not want a gay person as a neighbor.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	6.6%	25.4%	43.7%	24.4%	2.86
1996 (Navy) ^a	(n = 306)	11.4%	27.3%	47.8%	13.5%	2.63
1994 (Navy) ^b	(n = 605)	16.2%	28.9%	41.1%	13.8%	2.53
1999 (USMC)	(n = 74)	17.6%	28.4%	39.2%	14.9%	2.51
Enlisted Personnel						
1999 (Navy)	(n = 23)	0.0%	13.0%	52.2%	34.8%	3.22
1999 (USMC)	(n = 57)	15.8%	29.8%	43.9%	10.5%	2.49

30. Service members who socialize in "gay bars" are engaging in sexual misconduct.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	6.6%	16.9%	51.6%	24.9%	2.95
1996 (Navy) ^a	(n = 306)	9.0%	13.6%	63.1%	14.3%	2.83
1994 (Navy) ^b	(n = 605)	9.1%	22.6%	53.8%	14.5%	2.74
1999 (USMC)	(n = 72)	9.7%	30.6%	44.4%	15.3%	2.65
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	17.4%	43.5%	34.8%	3.09
1999 (USMC)	(n = 58)	19.0%	39.7%	27.6%	13.8%	2.36

31. Heterosexual orientation is an inherited trait.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	11.3%	31.5%	39.9%	17.4%	2.63
1996 (Navy) ^a	(n = 306)	13.2%	28.0%	44.6%	14.2%	2.60
1994 (Navy) ^b	(n = 605)	15.2%	32.3%	37.3%	15.2%	2.53
1999 (USMC)	(n = 74)	12.2%	43.2%	29.7%	14.9%	2.47
Enlisted Personnel						
1999 (Navy)	(n = 23)	0.0%	39.1%	34.8%	26.1%	2.87
1999 (USMC)	(n = 58)	13.8%	27.6%	41.4%	17.2%	2.62

32. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult/dangerous assignment.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	20.6%	46.7%	20.6%	12.2%	2.24
1996 (Navy) ^a	(n = 306)	16.6%	45.0%	27.8%	10.6%	2.32
1994 (Navy) ^b	(n = 605)	14.3%	35.4%	30.2%	20.1%	2.56
1999 (USMC)	(n = 74)	10.8%	33.8%	32.4%	23.0%	2.68
Enlisted Personnel						
1999 (Navy)	(n = 23)	34.8%	43.5%	17.4%	4.4%	1.91
1999 (USMC)	(n = 58)	12.1%	37.9%	29.3%	20.7%	2.59

33. Homosexuals and heterosexuals should have equal rights.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	29.6%	40.9%	19.3%	10.3%	2.10
1996 (Navy) ^a	(n = 306)	23.3%	43.9%	15.9%	16.9%	2.26
1994 (Navy) ^b	(n = 605)	20.3%	40.2%	21.5%	18.0%	2.37
1999 (USMC)	(n = 73)	12.3%	41.1%	27.4%	19.2%	2.53
Enlisted Personnel						
1999 (Navy)	(n = 22)	54.6%	27.3%	13.6%	4.6%	1.68
1999 (USMC)	(n = 58)	19.0%	41.4%	24.1%	15.5%	2.36

34. Homosexuals could pose a health risk to the Navy.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	18.3%	31.0%	35.7%	15.0%	2.47
1996 (Navy) ^a	(n = 306)	25.8%	39.6%	27.2%	7.4%	2.16
1994 (Navy) ^b	(n = 605)	37.0%	37.0%	20.1%	5.9%	1.95
1999 (USMC)	(n = 74)	36.5%	33.8%	21.6%	8.1%	2.01
Enlisted Personnel						
1999 (Navy)	(n = 22)	9.1%	9.1%	54.6%	27.3%	3.00
1999 (USMC)	(n = 58)	31.0%	32.8%	25.9%	10.3%	2.15

35. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	14.5%	56.1%	22.4%	7.0%	2.22
1996 (Navy) ^a	(n = 306)	15.7%	48.5%	31.4%	4.4%	2.25
1994 (Navy) ^b	(n = 605)	15.9%	40.2%	34.6%	9.3%	2.37
1999 (USMC)	(n = 74)	16.2%	35.1%	40.5%	8.1%	2.41
Enlisted Personnel						
1999 (Navy)	(n = 23)	21.7%	52.2%	26.1%	0.0%	2.04
1999 (USMC)	(n = 58)	20.7%	24.1%	34.5%	20.7%	2.55

36. The current policy will have more impact on women than on men.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 212)	0.9%	5.2%	72.2%	21.7%	3.15
1996 (Navy) ^a	(n = 306)	1.4%	6.8%	71.1%	20.7%	3.11
1994 (Navy) ^b	(n = 605)	3.5%	6.1%	67.8%	22.6%	3.10
1999 (USMC)	(n = 74)	1.4%	12.2%	75.7%	10.8%	2.96
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	8.7%	69.6%	17.4%	3.00
1999 (USMC)	(n = 58)	0.0%	5.2%	75.9%	19.0%	3.14

37. On the whole, I like the current policy better than the old policy.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	3.8%	40.4%	33.8%	22.1%	2.74
1996 (Navy) ^a	(n = 306)	2.8%	27.0%	36.7%	33.6%	3.01
1994 (Navy) ^b	(n = 605)	4.7%	18.6%	30.8%	45.9%	3.18
1999 (USMC)	(n = 74)	2.7%	17.6%	37.8%	41.9%	3.19
Enlisted Personnel						
1999 (Navy)	(n = 21)	0.0%	57.1%	33.3%	9.5%	2.52
1999 (USMC)	(n = 56)	5.4%	16.1%	44.6%	33.9%	3.07

38. My attitude toward homosexuals has become more tolerant since the current policy was adopted.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	0.5%	19.7%	57.8%	22.1%	3.01
1996 (Navy) ^a	(n = 306)	1.4%	14.2%	56.8%	27.7%	3.11
1994 (Navy) ^b	(n = 605)	n/a	n/a	n/a	n/a	
1999 (USMC)	(n = 74)	1.4%	16.2%	48.7%	33.8%	3.15
Enlisted Personnel						
1999 (Navy)	(n = 22)	0.0%	22.7%	63.6%	13.6%	2.91
1999 (USMC)	(n = 57)	0.0%	15.8%	52.6%	31.6%	3.16

39. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 215)	1.9%	8.8%	61.9%	27.4%	3.15
1996 (Navy) ^a	(n = 306)	5.2%	8.3%	64.7%	21.8%	3.03
1994 (Navy) ^b	(n = 605)	n/a	n/a	n/a	n/a	
1999 (USMC)	(n = 74)	2.7%	13.5%	63.5%	20.3%	3.01
Enlisted Personnel						
1999 (Navy)	(n = 20)	0.0%	5.0%	70.0%	25.0%	3.20
1999 (USMC)	(n = 58)	3.5%	25.9%	56.9%	13.8%	2.81

40. A homosexual's safety or life could be in danger due to beliefs held by other service members.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 214)	28.0%	58.4%	12.2%	1.4%	1.87
1996 (Navy) ^a	(n = 306)	26.8%	58.7%	12.4%	2.0%	1.89
1994 (Navy) ^b	(n = 605)	n/a	n/a	n/a	n/a	
1999 (USMC)	(n = 74)	23.0%	55.4%	20.3%	1.4%	2.00
Enlisted Personnel						
1999 (Navy)	(n = 23)	26.1%	56.5%	17.4%	0.0%	1.91
1999 (USMC)	(n = 58)	41.4%	53.5%	3.5%	1.7%	1.66

41. The Navy's attitude toward homosexuals has become more tolerant since the "Don't Ask, Don't Tell" policy was implemented.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 212)	9.9%	49.1%	36.8%	4.3%	2.35
1996 (Navy) ^a	(n = 306)	10.4%	45.1%	36.7%	7.7%	2.42
1994 (Navy) ^b	(n = 605)	n/a	n/a	n/a	n/a	
1999 (USMC)	(n = 74)	9.5%	40.5%	41.9%	8.1%	2.49
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	56.5%	26.1%	13.0%	2.48
1999 (USMC)	(n = 58)	6.9%	48.3%	36.2%	8.6%	2.47

42. If homosexuals were allowed to serve openly in the Navy, I would get out.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 212)	13.7%	13.2%	45.3%	27.8%	2.87
1996 (Navy) ^a	(n = 306)	9.4%	10.4%	54.7%	25.5%	2.96
1994 (Navy) ^b	(n = 605)	n/a	n/a	n/a	n/a	
1999 (USMC)	(n = 74)	23.0%	29.7%	36.5%	10.8%	2.35
Enlisted Personnel						
1999 (Navy)	(n = 23)	4.4%	8.7%	34.8%	52.2%	3.35
1999 (USMC)	(n = 57)	17.5%	35.1%	35.1%	12.3%	2.42

43. The presence of a homosexual in my unit would interfere with mission accomplishment.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Weighted Index ^c
Officers						
1999 (Navy)	(n = 213)	18.3%	25.4%	40.4%	16.0%	2.54
1996 (Navy) ^a	(n = 306)	17.7%	33.0%	35.4%	13.9%	2.46
1994 (Navy) ^b	(n = 605)	n/a	n/a	n/a	n/a	
1999 (USMC)	(n = 74)	37.8%	40.5%	14.9%	6.8%	1.91
Enlisted Personnel						
1999 (Navy)	(n = 23)	8.7%	13.0%	26.1%	52.2%	3.22
1999 (USMC)	(n = 58)	25.9%	31.0%	34.5%	8.6%	2.26

44. I have a friend or relative who is homosexual.

		Yes	No	Unsure
Officers				
1999 (Navy)	(n = 214)	46.3%	36.5%	17.3%
1996 (Navy) ^a	(n = 306)	46.1%	53.8%	n/a
1994 (Navy) ^b	(n = 605)	28.5%	51.8%	18.9%
1999 (USMC)	(n = 74)	41.9%	40.5%	17.6%
Enlisted Personnel				
1999 (Navy)	(n = 23)	60.9%	17.4%	21.7%
1999 (USMC)	(n = 59)	42.4%	42.4%	15.3%

45. I personally know a homosexual service member.

		Yes	No	Unsure
Officers				
1999 (Navy)	(n = 212)	21.2%	53.3%	25.5%
1999 (USMC)	(n = 74)	4.1%	83.8%	12.2%
Enlisted Personnel				
1999 (Navy)	(n = 23)	39.1%	34.8%	26.1%
1999 (USMC)	(n = 59)	28.8%	49.2%	22.0%

^a Source: Margaret R. Friery, "Trends in Navy Officer Attitudes Toward the 'Don't Ask, Don't Tell' Policy," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1997), 71-77.

^b Source: Fred Cleveland and Mark Ohl, "'Don't Ask, Don't Tell' - Policy Analysis and Interpretation," (Master's Thesis, Naval Postgraduate School, Monterey, CA, 1994), 86-89.

^c Weighted index was created by assigning a value to each response and multiplying the response percentage by the values and then totaling the results for each question. 1 was assigned to "Strongly Agree;" 2 equaled "Agree;" 3 equaled "Disagree;" and 4 was assigned to "Strongly Disagree." For example, to calculate the weighted response for question 2 for the 1994 respondents, multiply by 55.5 by 1, 26.7 by 2, 11.2 by 3, 6.6 by 4. Then add the products of the multiplication together to get Friery's Weighted Index. In this case, the index equals 1.69. On a 4-point scale with 2.5 as the mid-point, the 1994 Navy respondents tended to "Strongly Agree" with this statement.

APPENDIX F. OFFICER WRITTEN COMMENT EXCERPTS

This appendix contains data provided in written form by the Navy and Marine Corps officer respondents. Seventy-four officers returned written comment sheets. Comments have been grouped by common theme or category.

Frustration and Bias. Fifteen officers expressed criticism and frustration for not offering a "no strong opinion," "don't know," or "don't care" alternative for responding to the questions. Some adamantly believed that the "no opinion" flaw would seriously bias the results. While it may be a true statement that some people have no strong opinion on some of the survey items, Cleveland and Ohl believed that most people do, in fact, have opinions on most of the survey items; and purposefully constructed the survey to force an opinion.¹⁰⁹

Your questionnaire is very narrow, deals totally in absolutes and has no option for a neutral response

This is a flawed question set. You need to leave room for a 'no opinion' or 'don't know' on the answers for it to be accurate. Also you ask too many poorly worded questions.

A flawed survey. No "don't know" or "no opinion" block. Many of the questions [are] deliberately ambiguous, and some downright biased as though the results of this survey were preordained on high.

Religious Viewpoints. Even though there is only one question which relates to religion (item 27), written comment sheets with religious overtones were abundant. Out of 74 sheets, 11 contained some sort of reference to religion (bible verses, sinful behavior, ten commandments, God's law).

¹⁰⁹ Cleveland and Ohl, "DADT - Policy Analysis and Interpretation," 47.

I believe homosexual actions are morally wrong. It is against Natural law and more importantly, God's law. A homosexual person does no wrong unless he/she acts on their homosexuality (love the sinner, hate the sin). I believe these tendencies are just as wrong as, say, a child molester. They say that they can't help themselves either. So should we lower the "morality bar" to give them equal rights? No! The military should not condone any behavior that is morally wrong.

I disagree with the lifestyle choice of homosexuals based on the Bible. I do not think they are subhuman, but that they are living in Sin. They are just like fornicators, drug users, alcoholics and anyone else rebelling against God.

I truly believe (because of religious belief) that homosexuality is wrong and a sin. However, so is beating your wife, selling drugs to children and using the Lord's name in vain (although many would argue that these are all different "levels" or "extremes"). I also believe that you should love the sinner and hate the sin. Do I hate gays?! No, for the most part I feel compassion.

There is a cure for homosexuality. It is a relationship with Jesus Christ as Lord and Savior. As for the survey, I can not consider myself any better than homosexuals, since I too am a sinner. I think that homosexuals should have all of the rights and responsibilities of any of us because we are not any different. We just sin in different ways.

Equal Rights versus Military Effectiveness. Many written comments attempted to explain that gays in society are one thing. However, they felt that gays serving in the military is very different from gays living in society, and that the military requires special considerations.

The U.S. military is a reflection of the society it serves and until such time society fully accepts gays and their behavior, their service in the military will remain an issue. If and when gays become fully accepted by society, that's the day we should begin discussion about openly gay men and women being offered the opportunity to serve in the finest all-volunteer fighting force in the world.

"By attempting to govern an army in the same way as he administers a Kingdom, being ignorant of the conditions which obtain an army. This causes restlessness in the soldier's mind." One of three ways a ruler can bring misfortune on his army. Sun Tzu, *Art of War*, Chapter 3.

There is a big difference between working for IBM and the military. At IBM you go home to your own home/apt/condo and live your private life and at work you interact professionally. In the military you live, eat, breathe, shower, etc. with members of the same sex. Therefore, homosexuality has no place in the military.

Heterosexuals and homosexuals have equal rights under the laws of this country. Homosexuals want, through their movement, "special rights." In free society we get to make choices. We also suffer/enjoy the consequences of those choices - good or bad.

The growing acceptance of homosexuality within American society is no justification for a relaxation of military policy on this issue. Military personnel have always been held to a higher standard and there is no reason why that facet of military culture should be reversed.

While I personally do not condone or understand homosexual behavior in or out of the military, it is time to do away with the double standard. Gays can be doctors, lawyers, school teachers, pro athletes and national politicians but can't serve in the military. I believe that the arguments today for keeping gays out are not unlike the arguments for keeping blacks out of the military.

We need to focus on killing the enemy, taking ground, destroying his morale, and winning. Get rid of anything that detracts from that - including homosexuals. Our downward spiral of decreasing combat readiness in an effort to provide for "equal opportunity" will send Marines to their graves in the next shooting war.

Every civilization has faced this, and without exception, the warriors have excluded homosexuals from their ranks. There are hunters and there are gatherers. Each has their place and contributes to society; but if you take a gatherer on a hunt, he will fail.

The military is not an equal opportunity employer. People in wheelchairs don't fly military jets, etc.

The Nature of Homosexuality. Several survey items ask about the genetic or social cause of homosexuality (items 3, 4, 12, 21, 31). Officer respondents provided a wide range of comments on this issue - whether it is genetic, socially learned or normal.

I believe that people are born with the predisposition to be gay or straight or bisexual and I don't honestly think that the experiences that one is exposed to while growing up can change this fact.

Homosexuality is not an inherited condition, it is not a disease, and it should not be a social class all its own with its own set of rules and rights. Homosexuality is a sin.

I believe it to be both genetic and social. As with all orientations it may be modified, in some cases, through counseling, etc.

I believe some people are born homosexual and I believe that some become that way due to problems or experiences in their lives.

Homosexuals are no different than pedophiles or homicidal individuals.

Comfort. With respect to homosexuality, comfort level is an important issue for the Naval officers. In her 1997 master's thesis, Rea concluded that comfort was the ultimate determinant of unit cohesion. ¹¹⁰

It is very difficult to quantify some of the characteristics that make a warfighting unit successful - but morale and cohesion are unquestionably two key ingredients. Homosexuals will no doubt destroy unit cohesion by making other service members uncomfortable.

I think they can do the job just as well, but cause great discontent among other Navy members. We had a big problem with "peeping Toms" in the showers on my last ship.

¹¹⁰ Rea, "Unit Cohesion and DADT," 61.

I would not want a gay person as a neighbor. Because I have small children and it is my responsibility to protect and guard what they are exposed to. Otherwise it is of little concern to me what my neighbor does in the privacy of his/her own house - until such a time that it interferes with my rights (privacy, undisturbed peace, etc).

Civilian homosexuals are of no concern to me except when they are a government employee/contractor who is sent to the ship for work/consultation/etc and becomes a heterosexual's roommate.

Unit cohesion is very important during extended deployments. It is difficult to relax when you don't trust or respect those you work with. Sexual relations with female crew members are disruptive enough. Gays would cause riots.

The military requires close quarters (i.e. - open bay sleeping, showers, etc.), and I would prefer not to be among homosexuals in that environment.

Disdain. Several comment sheets made unflattering or frustrated references to American citizens, politicians, and gay rights activists.

I resent that [politician's name] pushed for a policy that was obviously flawed from the start and that our senior military leadership was only able to work out this compromise of "Don't Ask, Don't Tell." Our military should not be used as a springboard for the gay rights movement.

My opposition to gays in the military is not based on religion or political news, only on practicality. You can't put Marines of the opposite sex in the same tent (pup, GP, berthing space) and our civilian leadership and our Marines' parents would be horrified if we did. I believe putting a homosexual in the same place is the same thing and equally wrong and disruptive. Making two living spaces aboard ships, in the field, and in garrison has been more disruptive than our civilian leaders realize, now where do we put the male homosexuals and the female homosexuals?

The military should be held to a higher moral code than the average beer-swilling citizen. Our mission demands it.

Even though there is a considerable effort on the part of some to have homosexuality be considered "normal" in our society, I feel that open display of homosexuality by members of the armed forces is not the image our military should project.

The ultimate policy will be forged upon us by politicians as a result of pressure from society.

We must never forget the purpose of our military, and cave to the special interest groups who have no knowledge of the military lifestyle. I know that this is not fair and equitable for gays who want to serve, but there is much more at stake than allowing 10% of the population to be "all that they can be."

Homosexual Safety and Well Being in the Military. Some respondents commented about how openly gay service personnel might be treated, or how gays might feel about the way they get treated.

A homosexual's safety or life would be in danger if the chain of command was negligent in rigorously protecting the rights of its members regardless of sexual preference.

I think the military needs to be sure that gay service members can serve openly without fear of harassment or physical harm.

If a homosexual is blatantly, obviously gay - sailors are worse than Nazis - they'll tease a person mercilessly for anything (not just sexual orientation)!

My personal belief is if your sexual orientation is left on the pier where it should be and no one knows whether or not you're homosexual, then it is fine and can work. But by being on sub[marine]s, if the crew finds out you are gay, it will make it very hard for you to complete your job.

My concern for them serving under me is the conduct of my sailors toward the homosexual person.

Under current policy, homosexuals are in danger if they come out to their peers and current policy makes them a security threat. If homosexuality was allowed, the security threat would disappear but the homophobes would not.

Tell It the Way You See It. A few respondents cut right to the chase.

Acceptance of homosexuality in the military will lead to the downfall of this country. Look to Rome or Greece for historical examples. "Those who ignore history are damned to repeat it."

I believe that the current policy is a spineless chicken %\$#@ sidestepping that needs to be addressed one way or another ... either let them serve ... or don't. I believe it is inevitable that we let them serve so lets just get on with it!

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APPENDIX G. ENLISTED WRITTEN COMMENT EXCERPTS

This appendix contains data provided in written form by the Defense Language Institute's Navy and Marine Corps enlisted respondents. A total of 19 enlisted respondents returned comment sheets; 4 were sailors, and 15 were Marines. Comments were grouped by common theme, and the respondent's service annotated.

Intolerant.

I could never imagine being in a front line unit and having a homosexual living in the same fighting hole with me for days. I also believe that gays are more sensitive than heterosexual males and could not perform in a highly stressful situation during wartime. I have no problem with homosexuals outside the military but truly don't believe they should be in the United States Marine Corps. [Marine]

Homosexuals kill morale in a unit. If they're even in the military it's because they're hiding their sexuality - what else are they hiding? How can they be in any MOS [job] requiring a security clearance if they're covering something up? [Marine]

Gays should not be in combat situations for the same reasons females are not in combat situations. We (females) are not the same as men, equal, yes, but not the same. We have different feelings (that is what applies in this case). How can a man who has just seen his lover mangled/wounded continue the "charge" (or whatever the mission may be) when all he wants to do is run back and try to save him. [Marine]

Tolerant.

I personally know two gay service members (not Dept. of the Navy) and have three gay civilian friends. In conversation, the subject of sexuality is discussed no more than with my heterosexual friends. I believe that homosexuals are no more likely to "assault" someone than is a heterosexual, and that the fear of this stems from ignorance. [Marine]

I'm sure you're aware that gays have been, are, and will most likely always be in the military. The right to defend our country is a RIGHT that must be extended to all American citizens (if not made compulsory!!) [Marine]

Every person should be free to be an individual. Homosexuality is not a disease. You won't "catch it" if you're around homosexuals. 99% of the homosexual community won't hit on you if you're straight. They're still human, they just are interested in a different kind of significant other. [Marine]

Personally I don't feel that it is anybody's business in regards to what a person's preference is. It's their way of life; nobody else's. If someone is gay and they want to be in the military, they should be able to do so without any restrictions whatsoever. As long as they can do their job just as well as anyone else then there should be no problem. Just as we accept other people's religious preferences we should accept others partner preferences. [Marine]

Mixed Tolerance; Qualifying Statements.

I do not and haven't ever had any problems with homosexual individuals. My thoughts on this issue is that the military accepts its applicants to train them and make them suitable for the military and military lifestyle. I believe that it would take too much time, energy, and money to make the military suitable for its applicants, and the idea of that seems to be very backwards and ridiculous. [Marine]

I do not think gay people should be allowed into the military at this time. My reasoning for this is because too many heterosexuals are not ready for it. [Marine]

I don't care what a person's orientation is. My concern is behavior. I would rather work with someone who is quiet rather than someone who was obnoxious. For me, the question is "is this a threat to good order and discipline?" If a person flaunts his or her sexuality - hetero or homo - that would be disruptive. If a person works as part of the team and gets the job done - how can his or her sexual orientation matter to the work at hand? [sailor]

The current policy is a step for the gay movement. Whether it is a positive step is another story. [Marine]

Security/Blackmail.

The current policy makes gays targets of blackmail that could ultimately threaten our national security. Given the fact that gays can not be kept out of the service if they choose not to disclose their orientation, the current policy and attitude must be seen as the culprit for any security breaches that relate to this topic. [Marine]

Religion.

As the prophet Bob Marley has said, "Until the day that one man is not judged by the color of his skin and by his misgivings, EVERYWHERE IS WAR!" Current policies and attitudes in the military and society are a reflection of hatred. If we could only learn unconditional love, there would be no reason for this questionnaire or even a military. I may be tolerant towards gay people, but I'm no poof. WE DON'T NEED NO MORE TROUBLE, MAY LOVE SET OUR PEOPLE FREE. [sailor]

I believe that homosexuality is wrong based on Scripture. I also believe that it is not an inherited trait, but rather a result of choosing wrong influences and surroundings. The only cure is through Jesus Christ. I have no problem with a closed door policy. [Marine]

I would like to see greater emphasis in proper heterosexual conduct by unmarried Marines. Honor, courage, commitment and pre-marital sex are contradictory. It is hypocritical to say that homosexual acts are forbidden because they are immoral or damage good order and discipline and then allow (in some ways promote) heterosexual acts that are as immoral and damaging to good order and discipline. [Marine]

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APPENDIX H. OLS REGRESSION RESULTS

Table H.1. Navy Officer Regression Models: Women

Dependent Variable: Military Readiness Concerns

Model One: Respondents with a Gay Friend Only (n = 17)

R-square	0.75	Model F-statistic	0.0049		
Adjusted R-square	0.63				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	-0.4754	0.3203	-1.4840	0.1659	0
NATURE	-0.2451	0.2408	-1.0180	0.3307	2.1580
P_LIKE	0.0827	0.2393	0.3460	0.7362	1.2013
P_INTER	-0.7741	0.2748	-2.8160	0.0168	2.2308
FONLY	-0.0887	0.3743	-0.2370	0.8170	1.6891
EDUC	0.2172	0.3668	0.5920	0.5656	1.4865

Model Two: Respondents with Both a Gay Friend and Gay Military Acquaintance and those with a Gay Friend Only (n = 30)

R-square	0.75	Model F-statistic	0.0001		
Adjusted R-square	0.68				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	-0.4417	0.2472	-1.7870	0.0871	0
NATURE	-0.2696	0.1602	-1.6830	0.1058	2.2509
P_LIKE	0.2048	0.1465	1.3970	0.1756	1.1395
P_INTER	-0.7772	0.1834	-4.2380	0.0003	2.1182
FONLY	-0.1372	0.2969	-0.4620	0.6485	2.0526
BOTH	-0.1327	0.2665	-0.4980	0.6233	2.0762
EDUC	0.1037	0.2435	0.4260	0.6740	1.6945

Table H.2. Navy Officer Regression Models: Junior Men

Dependent Variable: Military Readiness Concerns

Model One: Respondents with a Gay Friend Only (n = 93)

R-square	0.53	Model F-statistic	0.0001		
Adjusted R-square	0.51				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.0422	0.0865	0.4880	0.6268	0
NATURE	-0.1785	0.0827	-2.1590	0.0336	1.3225
P_LIKE	-0.3077	0.0857	-3.5900	0.0005	1.3345
P_INTER	-0.4159	0.0964	-4.3140	0.0001	1.4955
FONLY	-0.1904	0.1342	-1.4180	0.1597	1.0779
EDUC	0.1190	0.1581	0.7530	0.4536	1.0533

Model Two: Respondents with Both a Gay Friend and Gay Military Acquaintance and those with a Gay Friend Only (n = 105)

R-square	0.59	Model F-statistic	0.0001		
Adjusted R-square	0.56				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.0343	0.0862	0.3980	0.6915	0
NATURE	-0.2196	0.0790	-2.7800	0.0065	1.4009
P_LIKE	-0.2790	0.0837	-3.3350	0.0012	1.4033
P_INTER	-0.3970	0.0934	-4.2490	0.0001	1.6307
FONLY	-0.1932	0.1340	-1.4420	0.1524	1.1555
BOTH	-0.6813	0.1995	-3.4150	0.0009	1.1363
EDUC	0.1262	0.1551	0.8140	0.4177	1.0854

Model Three: Respondents with Both a Gay Friend and Gay Military Acquaintance, with a Gay Friend Only, and with a Gay Military Acquaintance Only (n = 114)

R-square	0.59	Model F-statistic	0.0001		
Adjusted R-square	0.56				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.0283	0.0854	0.3320	0.7408	0
NATURE	-0.2154	0.0768	-2.8030	0.0060	1.4556
P_LIKE	-0.3163	0.0763	-4.1450	0.0001	1.3332
P_INTER	-0.3314	0.0876	-3.7850	0.0003	1.5476
FONLY	-0.2200	0.1281	-1.7170	0.0869	1.1943
BOTH	-0.6950	0.1984	-3.5040	0.0007	1.1440
MONLY	0.3773	0.2244	1.6810	0.0957	1.1302
EDUC	0.2039	0.1445	1.4100	0.1614	1.0720

Table H.3. Navy Officer Regression Models: Senior Men
Dependent Variable: Military Readiness Concerns

Model One: Respondents with a Gay Friend Only (n = 44)

R-square	0.68	Model F-statistic	0.0001		
Adjusted R-square	0.64				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.2023	0.1168	1.7330	0.0912	0
NATURE	-0.1257	0.1212	-1.0380	0.3060	2.2348
P_LIKE	-0.0175	0.1238	-0.1410	0.8886	1.8775
P_INTER	-0.5677	0.1275	-4.4520	0.0001	2.5160
FONLY	-0.3210	0.1743	-1.8410	0.0734	1.2300
EDUC	0.1104	0.1797	0.6140	0.5427	1.1968

Model Two: Respondents with Both a Gay Friend and Gay Military Acquaintance and those with a Gay Friend Only (n = 48)

R-square	.71	Model F-statistic	0.0001		
Adjusted R-square	.67				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.1921	0.1145	1.6770	0.1012	0
NATURE	-0.1023	0.1081	-0.9470	0.3492	1.9098
P_LIKE	-0.0726	0.1176	-0.6180	0.5402	2.0144
P_INTER	-0.5628	0.1212	-4.6430	0.0001	2.3867
FONLY	-0.3018	0.1725	-1.7490	0.0877	1.2905
BOTH	-0.9730	0.3274	-2.9720	0.0049	1.4845
EDUC	0.0835	0.1719	0.4860	0.6298	1.2551

**Table H.4. Marine Corps Officer Regression Models:
Junior Men**

Dependent Variable: Military Readiness Concerns

Model One: Respondents with a Gay Friend Only (n = 28)

R-square	0.69	Model F-statistic	0.0001		
Adjusted R-square	0.62				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.2624	0.1914	1.3710	0.1843	0
NATURE	0.0061	0.1804	0.0340	0.9733	2.1455
P_LIKE	-0.2187	0.1516	-1.4430	0.1632	1.1172
P_INTER	-0.8217	0.1739	-4.7240	0.0001	1.5807
FONLY	-0.6155	0.2905	-2.1190	0.0456	1.3894
EDUC	-0.0001	0.2873	0.0000	0.9997	1.2076

**Table H.5. Marine Corps Officer Regression Models:
Senior Men**

Dependent Variable: Military Readiness Concerns

Model One: Respondents with a Gay Friend Only (n = 36)

R-square	0.55	Model F-statistic	0.0001		
Adjusted R-square	0.48				
Variable	Estimate	Error	T-statistic	P-value	VIF
INTERCEPT	0.3771	0.1104	3.4150	0.0018	0
NATURE	-0.1917	0.0925	-2.0720	0.0469	1.1821
P_LIKE	-0.2297	0.0942	-2.4390	0.0209	1.3421
P_INTER	-0.1971	0.0991	-1.9890	0.0558	1.6768
FONLY	0.0324	0.1345	0.2410	0.8115	1.0388
EDUC	0.1403	0.1504	0.9330	0.3584	1.1545

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